

TWENTY-SEVENTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2005-06

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
F. Thomas Lewand
Sherry L. McMillan
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James D. Farrell, State Personnel Director

This is the Twenty-Seventh Annual Workforce Report covering fiscal year 2005-06. The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

Inquiries about this report may be directed to:

Kay Black (517) 335-1307

blackk2@michigan.gov

or

Linda Coe (517) 335-0318

coel@michigan.gov

Michigan Department of Civil Service
Office of Human Resource Operations
Data Management and Reports

Inquiries about Section IV of the Annual Workforce Report may be directed to:

Deanna Hopkins (517) 373-3117

hopkinsd2@michigan.gov

The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an on-line document and in the following year, quarterly updates of portions of the report were added to the publication. The following Michigan libraries are permanent repositories for previous copies of this document:

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**STATISTICAL HIGHLIGHTS
FY 2005-06**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	45.4
Average Annual Salary ¹	\$49,653
Average Annual Fringe Benefit Cost ²	\$28,153
Average Sick Leave Days Used	10.2
Average Annual Leave Days Used	19.5
Average Years of Service	13.8

WORK FORCE CHARACTERISTICS

Females	51.1%
Males	48.9%
Eligible for Longevity	76.6%
Less than Six Years of Service	22.5%
Six to Ten Years of Service	21.3%
Over Ten Years of Service	56.2%
Exclusively Represented for Collective Bargaining	71.6%
Turnover Separations	5.0%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.2%
Black	17.2%
Hispanic	2.7%
White	77.4%
Not Disclosed	0.3%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

² Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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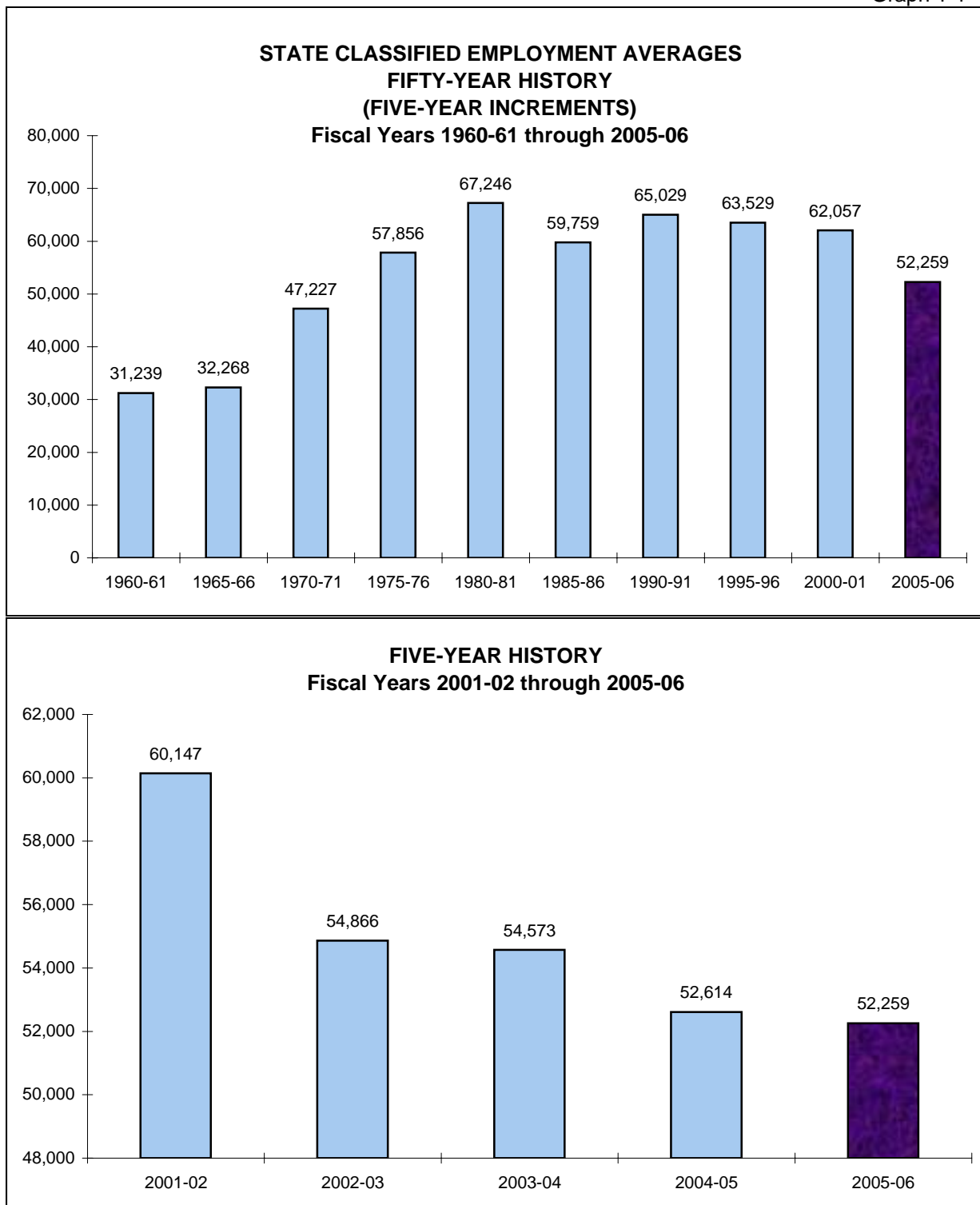
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SECTION ONE

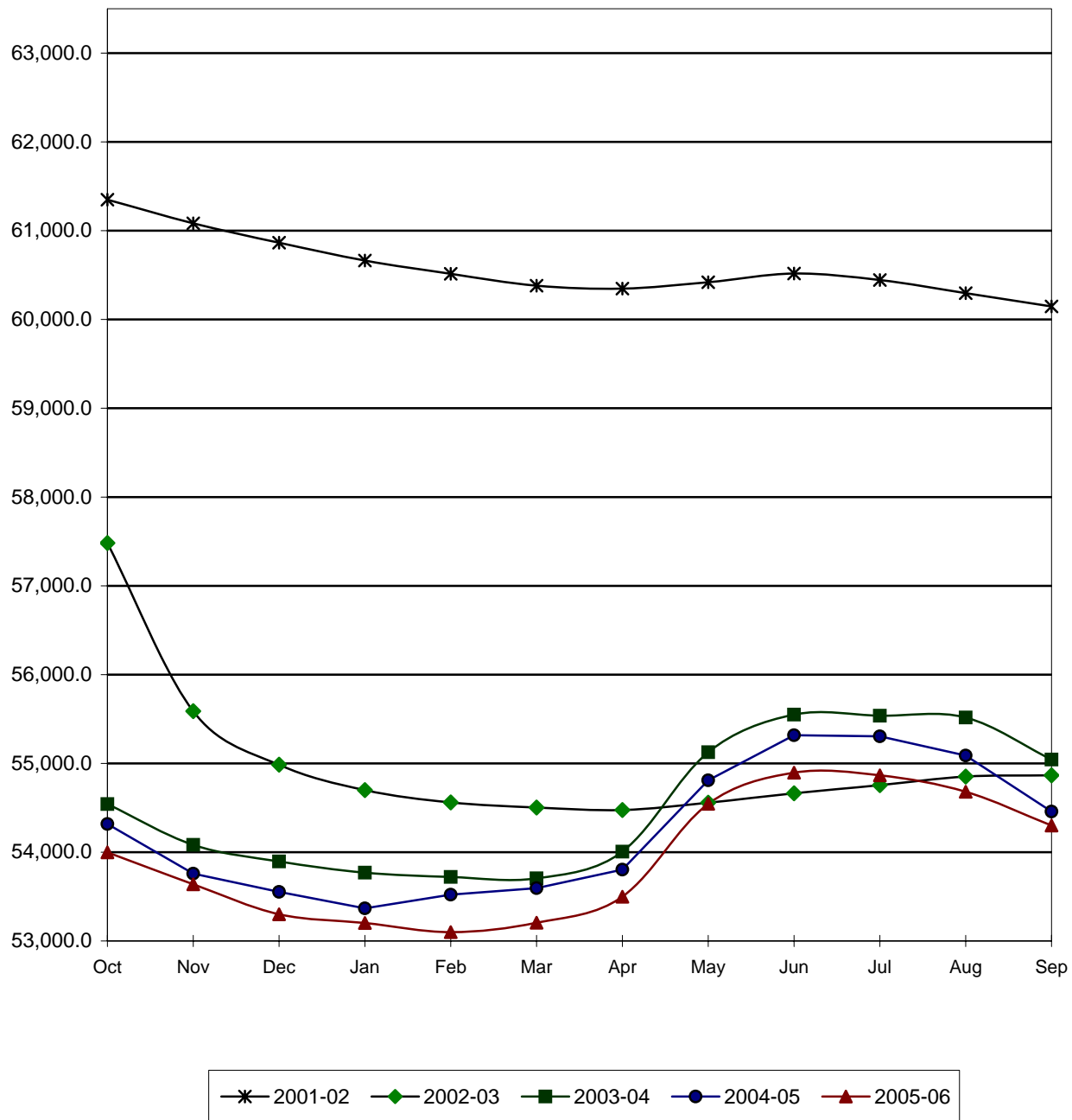
TRENDS IN THE STATE CLASSIFIED WORKFORCE



Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages for FY2001-02 through FY2003-04 are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Beginning in FY2004-05 the following non-career appointments have been excluded: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 23, 2006, these positions represent 97% of all non-career appointments.

STATE CLASSIFIED EMPLOYMENT FIGURES Fiscal Years 2001-02 through 2005-06



Source: MAIN, MIDB Civil Service HWF03, for the last full pay period each month.

Comment: Nearly 3,000 employees retired during fiscal year 2001-02 and approximately 5,000 additional employees retired during fiscal year 2002-03 under an early retirement program offered with a window period of July 1, 2002 through November 1, 2002. Employment levels typically increase during the summer months when temporary seasonal hiring occurs.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 20 Sep 23, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	480.0	4.0	12.0	24.0	16.0	46.0	582.0	0.0	582.0
AGRICULTURE		480.0	4.0	12.0	24.0	16.0	46.0	582.0	0.0	582.0
ATY GNRL CENTRAL OFFICE	1101	500.0	11.0	0.0	16.0	0.0	0.0	527.0	0.0	527.0
ATTORNEY GENERAL		500.0	11.0	0.0	16.0	0.0	0.0	527.0	0.0	527.0
LEGISLATIVE AUDITOR GENERAL	0301	103.0	0.0	13.0	24.0	0.0	7.0	147.0	0.0	147.0
AUDITOR GENERAL		103.0	0.0	13.0	24.0	0.0	7.0	147.0	0.0	147.0
CIV RGHT CENTRAL OFFICE	1501	111.0	1.0	0.0	10.0	0.0	0.0	122.0	0.0	122.0
CIVIL RIGHTS		111.0	1.0	0.0	10.0	0.0	0.0	122.0	0.0	122.0
CIV SERV CENTRAL OFFICE	1901	197.0	1.0	0.0	8.0	0.0	8.0	214.0	0.5	213.5
CIVIL SERVICE		197.0	1.0	0.0	8.0	0.0	8.0	214.0	0.5	213.5
DCH-CARO CENTER	3902	391.0	1.0	1.0	13.0	0.0	5.0	411.0	0.0	411.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,525.0	6.0	9.0	29.0	0.0	70.0	1,639.0	1.5	1,637.5
DCH-CTR FORENSIC PSYCHIATRY	3920	464.0	2.0	0.0	0.0	0.0	5.0	471.0	0.0	471.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	179.0	3.0	0.0	9.0	0.0	2.0	193.0	0.0	193.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	259.0	3.0	0.0	0.0	0.0	0.0	262.0	0.0	262.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	377.0	10.0	0.0	22.0	0.0	0.0	409.0	0.0	409.0
DCH - MT. PLEASANT CENTER	3912	471.0	0.0	5.0	50.0	0.0	0.0	526.0	0.0	526.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	1.0	5.0	0.0	0.0	36.0	0.0	36.0
DCH-WALTER P. REUTHER PSY HOSP	3945	417.0	0.0	0.0	1.0	0.0	0.0	418.0	0.0	418.0
COMMUNITY HEALTH		4,113.0	25.0	16.0	130.0	0.0	82.0	4,366.0	1.5	4,364.5
DOC-ADRIAN/GUS HARRISON FAC	4729	508.0	0.0	0.0	1.0	0.0	0.0	509.0	0.0	509.0
DOC-ALGER MAX SECURITY CORRECT	4735	340.0	1.0	0.0	1.0	0.0	0.0	342.0	0.0	342.0
DOC-BARAGA FACILITY	4740	404.0	2.0	0.0	2.0	0.0	0.0	408.0	0.0	408.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 20 Sep 23, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-BELLAMY CREEK FACILITY	4748	464.0	0.0	0.0	1.0	0.0	0.0	465.0	0.0	465.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	516.0	1.0	0.0	1.0	0.0	0.0	518.0	0.0	518.0
DOC-CARSON CITY FAC/CARSON CIT	4731	515.0	0.0	0.0	1.0	0.0	0.0	516.0	0.5	515.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	553.0	1.0	0.0	2.0	0.0	0.0	556.0	0.0	556.0
DOC-COOPER STREET FACILITY	4752	368.0	0.0	0.0	1.0	0.0	0.0	369.0	0.0	369.0
DOC-CORRECTN CENTRAL OFFICE	4702	489.0	0.0	0.0	36.0	0.0	37.0	562.0	0.0	562.0
DOC-COTTON FACILITY	4720	432.0	0.0	1.0	1.0	0.0	0.0	434.0	0.0	434.0
DOC-CRANE FACILITY	4716	359.0	0.0	0.0	0.0	0.0	0.0	359.0	0.0	359.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	201.0	0.0	0.0	1.0	0.0	0.0	202.0	0.0	202.0
DOC-EGELER FACILITY	4727	669.0	0.0	0.0	1.0	0.0	0.0	670.0	0.0	670.0
DOC-FIELD OPERATION REGION III	4763	550.0	15.0	0.0	3.0	0.0	0.0	568.0	0.0	568.0
DOC-FIELD OPERATIONS REGION I	4761	505.0	0.0	0.0	2.0	0.0	0.0	507.0	0.0	507.0
DOC-FIELD OPERATIONS REGION II	4762	559.0	2.0	4.0	4.0	0.0	0.0	569.0	0.0	569.0
DOC-HANDLON MI TRAINING UNT	4705	297.0	0.0	0.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-HURON VALLEY CORR COMPLEX	4715	706.0	3.0	0.0	1.0	0.0	0.0	710.0	0.0	710.0
DOC-IONIA MAXIMUM FACILITY	4724	320.0	0.0	0.0	1.0	0.0	0.0	321.0	0.0	321.0
DOC-JACKSON CENTRAL REGION	4750	91.0	0.0	0.0	0.0	0.0	0.0	91.0	0.0	91.0
DOC-KINROSS/HIAWATHA FACILITY	4712	553.0	0.0	0.0	1.0	0.0	0.0	554.0	0.5	553.5
DOC-LAKELAND MENS FACILITY	4718	281.0	0.0	0.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-MACOMB FACILITY	4741	316.0	1.0	0.0	1.0	0.0	0.0	318.0	0.5	317.5
DOC-MARQUETTE BRANCH PRISON	4706	402.0	0.0	0.0	1.0	0.0	0.0	403.0	0.0	403.0
DOC-MICHIGAN STATE INDUSTRIES	4709	196.0	0.0	0.0	0.0	0.0	2.0	198.0	0.0	198.0
DOC-MID MICHIGAN FACILITY	4733	601.0	0.0	0.0	2.0	0.0	0.0	603.0	0.0	603.0
DOC-MOUND FACILITY	4737	305.0	1.0	0.0	0.0	0.0	0.0	306.0	0.0	306.0
DOC-MUSKEGON FACILITY	4704	261.0	0.0	0.0	2.0	0.0	0.0	263.0	0.0	263.0

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DOC-NEWBERRY FACILITY	4743	332.0	0.0	0.0	1.0	0.0	0.0	333.0	0.0	333.0
DOC-OAKS FACILITY	4739	362.0	1.0	0.0	2.0	0.0	0.0	365.0	0.0	365.0
DOC-OJIBWAY FACILITY	4746	280.0	1.0	0.0	1.0	0.0	0.0	282.0	0.0	282.0
DOC-PARNALL FACILITY	4751	274.0	0.0	1.0	1.0	0.0	0.0	276.0	0.5	275.5
DOC-PINE RIVER FACILITY	4744	228.0	0.0	0.0	1.0	0.0	0.0	229.0	0.0	229.0
DOC-PUGSLEY FACILITY	4745	256.0	1.0	0.0	1.0	0.0	0.0	258.0	0.0	258.0
DOC-RIVERSIDE FACILITY	4711	428.0	0.0	0.0	0.0	0.0	0.0	428.0	0.0	428.0
DOC-RYAN FACILITY	4738	318.0	0.0	0.0	1.0	0.0	0.0	319.0	0.0	319.0
DOC-SAGINAW FACILITY	4742	363.0	2.0	0.0	0.0	0.0	0.0	365.0	0.0	365.0
DOC-SCOTT FACILITY	4721	331.0	0.0	0.0	1.0	0.0	1.0	333.0	0.0	333.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	413.0	0.0	0.0	0.0	0.0	0.0	413.0	0.0	413.0
DOC-STANDISH MAXIMUM FACILITY	4734	422.0	1.0	0.0	1.0	0.0	0.0	424.0	0.0	424.0
DOC-THUMB FACILITY	4725	346.0	0.0	0.0	1.0	0.0	0.0	347.0	0.0	347.0
CORRECTIONS		16,114.0	33.0	6.0	78.0	0.0	40.0	16,271.0	2.0	16,269.0
EDUCATION	3103	260.0	7.0	3.0	29.0	70.0	1.0	370.0	1.5	368.5
EDUCATION		260.0	7.0	3.0	29.0	70.0	1.0	370.0	1.5	368.5
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,366.0	8.0	18.0	40.0	0.0	66.0	1,498.0	4.5	1,493.5
ENVIRONMENTAL QUALITY		1,366.0	8.0	18.0	40.0	0.0	66.0	1,498.0	4.5	1,493.5
OFFICE OF THE GOVERNOR	0101	1.0	0.0	0.0	40.0	0.0	7.0	48.0	0.0	48.0
EXECUTIVE OFFICE		1.0	0.0	0.0	40.0	0.0	7.0	48.0	0.0	48.0
HISTORY ARTS AND LIBRARIES	2501	175.0	2.0	5.0	4.0	18.0	59.0	263.0	2.0	261.0
HISTORY ARTS AND LIBRARIES		175.0	2.0	5.0	4.0	18.0	59.0	263.0	2.0	261.0
DHS-BERRIEN COUNTY	4322	142.0	0.0	0.0	0.0	4.0	0.0	146.0	0.0	146.0
DHS-CALHOUN COUNTY	4323	131.0	0.0	0.0	1.0	0.0	0.0	132.0	0.0	132.0

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DHS-COUNTIES	4308	2,041.0	8.0	3.0	104.0	29.0	4.0	2,189.0	1.5	2,187.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,770.0	7.0	24.0	53.0	3.0	4.0	1,861.0	5.0	1,856.0
DHS-GENESEE COUNTY	4302	468.0	0.0	0.0	21.0	0.0	0.0	489.0	0.0	489.0
DHS-INGHAM COUNTY	4312	207.0	0.0	0.0	1.0	1.0	0.0	209.0	0.0	209.0
DHS - INSTITUTIONS	4307	284.0	1.0	29.0	19.0	0.0	3.0	336.0	0.0	336.0
DHS-JACKSON COUNTY	4315	112.0	0.0	0.0	8.0	0.0	0.0	120.0	0.0	120.0
DHS-KALAMAZOO COUNTY	4314	167.0	0.0	0.0	3.0	0.0	0.0	170.0	0.0	170.0
DHS-KENT COUNTY	4303	358.0	0.0	0.0	36.0	7.0	0.0	401.0	0.5	400.5
DHS-MACOMB COUNTY	4304	333.0	0.0	0.0	17.0	0.0	0.0	350.0	0.5	349.5
DHS-MAXEY TRAINING SCHOOL	4311	296.0	0.0	0.0	1.0	0.0	0.0	297.0	0.0	297.0
DHS-MUSKEGON COUNTY	4324	175.0	0.0	0.0	1.0	0.0	0.0	176.0	0.0	176.0
DHS-OAKLAND COUNTY	4305	428.0	0.0	9.0	9.0	0.0	0.0	446.0	0.0	446.0
DHS-SAGINAW COUNTY	4313	219.0	0.0	0.0	1.0	0.0	0.0	220.0	0.0	220.0
DHS-WASHTENAW	4325	117.0	0.0	0.0	2.0	0.0	0.0	119.0	0.0	119.0
DHS-WAYNE COUNTY DSS	4306	125.0	0.0	0.0	5.0	0.0	0.0	130.0	0.0	130.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	644.0	0.0	0.0	7.0	0.0	0.0	651.0	0.0	651.0
DHS-WAYNE COUNTY ZONE 3	4318	485.0	0.0	0.0	13.0	0.0	0.0	498.0	0.0	498.0
DHS-WAYNE COUNTY ZONE 4	4319	500.0	0.0	0.0	17.0	0.0	0.0	517.0	0.0	517.0
DHS-WAYNE COUNTY ZONE L	4316	351.0	0.0	0.0	14.0	0.0	0.0	365.0	0.0	365.0
HUMAN SERVICES		9,353.0	16.0	65.0	333.0	44.0	11.0	9,822.0	7.5	9,814.5
DEPT OF INFORMATION TECHNOLOGY	0801	1,681.0	3.0	2.0	28.0	0.0	50.0	1,764.0	0.0	1,764.0
INFORMATION TECHNOLOGY		1,681.0	3.0	2.0	28.0	0.0	50.0	1,764.0	0.0	1,764.0
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,797.0	38.0	17.0	78.0	43.0	132.0	4,105.0	8.0	4,097.0
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	0740	150.0	3.0	11.0	8.0	0.0	58.0	230.0	1.0	229.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 20 Sep 23, 2006

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
LABOR & ECONOMIC GROWTH		3,962.0	41.0	28.0	87.0	43.0	190.0	4,351.0	9.0	4,342.0
CHIEF COMPLIANCE OFFICER	0741	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
MGMT BUD CENTRAL OFFICE	0701	914.0	15.0	4.0	47.0	0.0	41.0	1,021.0	6.5	1,014.5
MANAGEMENT & BUDGET		914.0	15.0	4.0	48.0	0.0	41.0	1,022.0	6.5	1,015.5
D.J. JACOBETTI HOME FOR VETERA	5103	144.0	4.0	2.0	0.0	2.0	9.0	161.0	0.5	160.5
GRAND RAPIDS HOME FOR VETERANS	5102	453.0	1.0	11.0	0.0	14.0	33.0	512.0	0.0	512.0
MIL AFFR CENTRAL OFFICE	5101	236.0	1.0	10.0	10.0	21.0	15.0	293.0	0.0	293.0
MILITARY AFFAIRS		833.0	6.0	23.0	10.0	37.0	57.0	966.0	0.5	965.5
DEPARTMENT OF NATURAL RESOURCE	7501	1,369.0	8.0	59.0	20.0	280.0	996.0	2,732.0	1.5	2,730.5
NATURAL RESOURCES		1,369.0	8.0	59.0	20.0	280.0	996.0	2,732.0	1.5	2,730.5
DEPARTMENT OF STATE	2301	1,301.0	0.0	325.0	18.0	0.0	154.0	1,798.0	0.0	1,798.0
STATE		1,301.0	0.0	325.0	18.0	0.0	154.0	1,798.0	0.0	1,798.0
STATE POLICE	5501	2,600.0	39.0	3.0	31.0	0.0	18.0	2,691.0	2.0	2,689.0
STATE POLICE		2,600.0	39.0	3.0	31.0	0.0	18.0	2,691.0	2.0	2,689.0
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	4.0	0.0	11.0	47.0	0.0	47.0
BRIDGE AUTHORITIES-MACKINAC	5902	50.0	0.0	27.0	6.0	0.0	12.0	95.0	0.0	95.0
TRANSPORTATION CENTRAL OFFICE	5901	2,650.0	32.0	14.0	75.0	29.0	230.0	3,030.0	7.0	3,023.0
TRANSPORTATION		2,732.0	32.0	41.0	85.0	29.0	253.0	3,172.0	7.0	3,165.0
BUREAU OF STATE LOTTERY	2795	162.0	0.0	0.0	2.0	0.0	7.0	171.0	0.0	171.0
GAMING CONTROL	2707	92.0	1.0	1.0	7.0	0.0	13.0	114.0	0.5	113.5
TREASURY CENTRAL PAYROLL	2701	1,283.0	5.0	9.0	12.0	0.0	27.0	1,336.0	0.0	1,336.0
TREASURY		1,537.0	6.0	10.0	21.0	0.0	47.0	1,621.0	0.5	1,620.5
STATEWIDE TOTAL		49,702.0	258.0	633.0	1,084.0	537.0	2,133.0	54,347.0	46.5	54,300.5

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

Full-Time Equated Employee Position Report

2005-2006 Fiscal Year Summary

Through Pay Periods Ending Sep 24, 2005 and Sep 23, 2006

DEPARTMENT		FY 2005-06 Appropriated FTE Positions (A)	FY 2005-06 Average FTE Positions (B)	FY 2004-05 Average FTE Positions (C)	FY 2004-05 and FY 2005-06 Difference (B - C)	FY 2005-06 Avg and Appropriated Difference (B - A)
AGRICULTURE	Regular	691.0	549.2	619.5	-70.3	-141.8
	Overtime	0.0	1.8	2.5	-0.7	1.8
	Total	691.0	551.0	622.0	-71.0	-140.0
ATTORNEY GENERAL	Regular	560.0	513.0	517.9	-4.8	-47.0
	Overtime	0.0	1.0	1.2	-0.2	1.0
	Total	560.0	514.0	519.1	-5.1	-46.0
AUDITOR GENERAL	Regular	0.0	139.7	143.8	-4.1	139.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	139.7	143.8	-4.1	139.7
CIVIL RIGHTS	Regular	136.0	124.2	132.2	-8.0	-11.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	124.2	132.2	-8.0	-11.8
CIVIL SERVICE	Regular	240.5	201.3	206.4	-5.1	-39.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	201.3	206.4	-5.1	-39.2
COMMUNITY HEALTH	Regular	4,668.6	4,162.9	4,409.2	-246.3	-505.7
	Overtime	0.0	153.6	166.3	-12.7	153.6
	Total	4,668.6	4,316.5	4,575.5	-259.0	-352.1
CORRECTIONS	Regular	17,510.2	16,176.5	16,590.5	-414.0	-1,333.7
	Overtime	0.0	1,145.2	1,076.5	68.8	1,145.2
	Total	17,510.2	17,321.7	17,666.9	-345.2	-188.5
EDUCATION	Regular	417.5	346.5	340.1	6.3	-71.1
	Overtime	0.0	2.1	2.0	0.2	2.1
	Total	417.5	348.6	342.1	6.5	-68.9
ENVIRONMENTAL QUALITY	Regular	1,567.2	1,428.6	1,449.5	-20.9	-138.6
	Overtime	0.0	1.6	1.6	0.0	1.6
	Total	1,567.2	1,430.2	1,451.1	-21.0	-137.0

Report and Script Names: FTEAVG.CLR, FTEAVG.CLS

Report Sequence: Dept_Desc

Full-Time Equated Employee Position Report

2005-2006 Fiscal Year Summary

Through Pay Periods Ending Sep 24, 2005 and Sep 23, 2006

DEPARTMENT		FY 2005-06 Appropriated FTE Positions (A)	FY 2005-06 Average FTE Positions (B)	FY 2004-05 Average FTE Positions (C)	FY 2004-05 and FY 2005-06 Difference (B - C)	FY 2005-06 Avg and Appropriated Difference (B - A)
EXECUTIVE OFFICE	Regular	74.2	44.6	45.1	-0.5	-29.6
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	44.6	45.1	-0.5	-29.6
HISTORY ARTS AND LIBRARIES	Regular	232.0	211.8	220.7	-8.9	-20.2
	Overtime	0.0	0.2	0.3	0.0	0.2
	Total	232.0	212.0	220.9	-8.9	-20.0
HUMAN SERVICES	Regular	10,281.0	9,508.4	9,876.7	-368.3	-772.6
	Overtime	0.0	166.6	151.6	15.0	166.6
	Total	10,281.0	9,675.0	10,028.3	-353.3	-606.0
INFORMATION TECHNOLOGY	Regular	1,760.4	1,676.7	1,690.6	-13.9	-83.8
	Overtime	0.0	21.1	17.5	3.6	21.1
	Total	1,760.4	1,697.8	1,708.1	-10.3	-62.6
LABOR & ECONOMIC GROWTH	Regular	4,351.5	4,111.0	3,558.8	552.3	-240.5
	Overtime	0.0	86.3	89.5	-3.2	86.3
	Total	4,351.5	4,197.3	3,648.2	549.1	-154.2
MANAGEMENT & BUDGET	Regular	745.0	976.9	1,215.6	-238.7	231.9
	Overtime	0.0	11.8	10.2	1.7	11.8
	Total	745.0	988.7	1,225.7	-237.0	243.7
MILITARY AFFAIRS	Regular	1,016.0	908.7	921.2	-12.4	-107.3
	Overtime	0.0	35.9	43.0	-7.1	35.9
	Total	1,016.0	944.6	964.1	-19.5	-71.4
NATURAL RESOURCES	Regular	2,073.5	2,007.1	2,055.5	-48.3	-66.4
	Overtime	0.0	39.3	41.3	-2.0	39.3
	Total	2,073.5	2,046.4	2,096.8	-50.3	-27.1
STATE	Regular	1,853.8	1,613.3	1,720.2	-106.9	-240.5
	Overtime	0.0	2.4	3.3	-0.9	2.4
	Total	1,853.8	1,615.7	1,723.5	-107.8	-238.1

Full-Time Equated Employee Position Report

2005-2006 Fiscal Year Summary

Through Pay Periods Ending Sep 24, 2005 and Sep 23, 2006

DEPARTMENT		FY 2005-06 Appropriated FTE Positions (A)	FY 2005-06 Average FTE Positions (B)	FY 2004-05 Average FTE Positions (C)	FY 2004-05 and FY 2005-06 Difference (B - C)	FY 2005-06 Avg and Appropriated Difference (B - A)
STATE POLICE	Regular	2,897.0	2,623.0	2,683.7	-60.7	-274.0
	Overtime	0.0	144.0	170.5	-26.5	144.0
	Total	2,897.0	2,767.0	2,854.2	-87.2	-130.0
TRANSPORTATION	Regular	3,022.3	2,985.2	2,984.9	0.3	-37.1
	Overtime	0.0	152.8	155.1	-2.2	152.8
	Total	3,022.3	3,138.0	3,140.0	-2.0	115.7
TREASURY	Regular	1,691.5	1,546.9	1,543.0	3.8	-144.7
	Overtime	0.0	2.8	2.1	0.7	2.8
	Total	1,691.5	1,549.7	1,545.2	4.5	-141.8
STATEWIDE TOTALS						
Total Regular		55,789.2	51,855.4	52,924.9	-1,069.5	-3,933.9
Total Overtime		0.0	1,968.6	1,934.3	34.3	1,968.6
Grand Total		55,789.2	53,824.0	54,859.2	-1,035.2	-1,965.2

Note: Regular FTE's are the number of full-time equated positions based on regular time (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime (total overtime hours worked multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

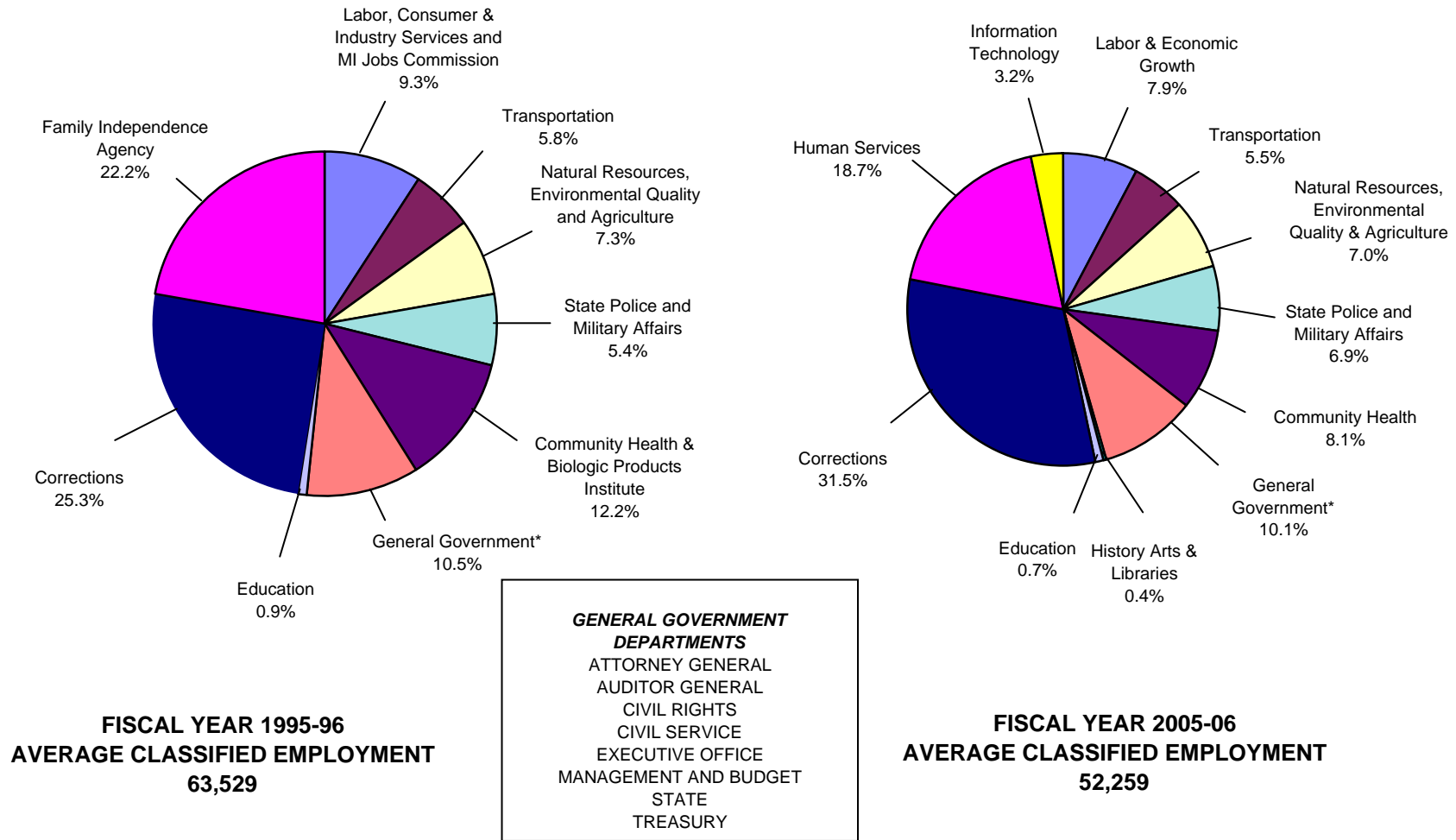
DEPARTMENT	2004-05		2005-06	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	627.5	1.2%	582.0	1.1%
Attorney General	518.0	1.0%	527.0	1.0%
Auditor General	154.0	0.3%	147.0	0.3%
Civil Rights	133.0	0.2%	122.0	0.2%
Civil Service	213.0	0.4%	213.5	0.4%
Community Health	4,344.5	8.0%	4,364.5	8.0%
Corrections	16,461.5	30.2%	16,269.0	30.0%
Education	364.0	0.7%	368.5	0.7%
Environmental Quality	1,503.5	2.8%	1,493.5	2.8%
Executive Office	51.0	0.1%	48.0	0.1%
History Arts and Libraries	255.5	0.5%	261.0	0.5%
Human Services	9,923.0	18.2%	9,814.5	18.1%
Information Technology	1,711.0	3.1%	1,764.0	3.2%
Labor and Economic Growth	4,251.5	7.8%	4,342.0	8.0%
Management and Budget	1,009.0	1.9%	1,015.5	1.9%
Military & Veterans Affairs	956.0	1.8%	965.5	1.8%
Natural Resources	2,682.5	4.9%	2,730.5	5.0%
State	1,898.0	3.5%	1,798.0	3.3%
State Police	2,717.5	5.0%	2,689.0	5.0%
Transportation	3,120.5	5.7%	3,165.0	5.8%
Treasury	1,563.0	2.9%	1,620.5	3.0%
TOTAL	54,457.5	100.0%	54,300.5	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees decreased 3% from fiscal year 2004-05 to 2005-06.

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1995-96 and 2005-06 Compared

Graph 1-3



Source: Averages were developed from monthly KA6020P01 (Classified Employees by Appointment Duration) reports for fiscal year 1995-96 and MAIN, MIDB Civil Service HWF09 for FY 2005-06.

Comments: Statewide, average classified employment decreased by 11,270 positions (18%) from 1995-96 to 2005-06.

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 1996-97 THROUGH 2005-06**

<u>DEPARTMENT</u>	<u>96-97</u>	<u>97-98</u>	<u>98-99</u>	<u>99-00</u>	<u>00-01</u>	<u>01-02</u>	<u>02-03</u>	<u>03-04</u>	<u>04-05</u>	<u>05-06</u>
Agriculture	606	631	632	657	697	702	635	687	641	575
Attorney General	552	547	549	559	558	538	474	489	524	528
Auditor General	164	163	169	174	179	176	157	150	143	142
Biologic Products Institute ¹	107	77	--	--	--	--	--	--	--	--
Career Development ²	--	--	--	--	1,088	1,079	911	901	34	--
Civil Rights	166	159	163	160	166	164	135	133	131	127
Civil Service	224	205	207	206	206	200	176	189	210	210
Community Health	6,437	5,758	5,810	5,914	5,838	5,370	4,465	4,577	4,424	4,241
Consumer and Industry Services	4,661	4,049	3,909	3,843	3,823	3,735	3,186	3,170	209	--
Corrections	16,270	16,714	17,063	17,652	18,296	17,821	17,222	16,781	16,543	16,446
Education	512	436	442	403	396	393	298	324	352	367
Environmental Quality ³	1,472	1,479	1,545	1,605	1,617	1,567	1,370	1,444	1,419	1,430
Executive Office	61	65	63	65	67	58	51	49	45	44
History Arts and Libraries ⁴	--	--	--	--	--	295	287	273	203	200
Human Services	12,981	12,443	12,836	13,254	13,139	12,554	10,303	10,104	9,953	9,778
Information Technology ⁸	--	--	--	--	--	--	1,730	1,721	1,675	1,690
Labor ⁵	--	--	--	--	--	--	--	--	--	--
Labor & Economic Growth ⁹	--	--	--	--	--	--	--	55	3,751	4,128
Lottery ⁶	181	179	--	--	--	--	--	--	--	--
Management and Budget	1,561	1,495	1,719	1,936	1,931	1,851	1,306	1,277	967	967
MI Jobs Commission ⁷	890	1,101	1,149	1,055	--	--	--	--	--	--
Military and Veterans Affairs	948	900	949	987	970	962	919	943	928	924
Natural Resources	2,480	2,445	2,510	2,506	2,509	2,446	2,265	2,328	1,669	1,657
State	2,211	2,174	2,231	2,257	2,267	2,095	1,836	1,852	1,705	1,672
State Police	3,034	3,014	3,159	3,190	3,240	3,164	2,800	2,661	2,704	2,690
Transportation	3,312	2,960	3,196	3,244	3,253	3,185	2,826	2,956	2,849	2,880
Transportation Bridge Authority ⁶	143	150	--	--	--	--	--	--	--	--
Treasury	<u>1,529</u>	<u>1,531</u>	<u>1,765</u>	<u>1,826</u>	<u>1,817</u>	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>	<u>1,564</u>
TOTAL	60,502	58,675	60,066	61,493	62,057	60,147	54,866	54,573	52,614	52,259

Source: MAIN, MIDB Civil Service HWF09.

Footnotes: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 97% of all non-career appointments at the end of FY 2005-06. The count of employees who job share are divided in half. ¹ Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. ² Department of Career Development was created by Executive Order 1 of 1999. ³ Department of Environmental Quality was created by Executive Order 18 of 1995. ⁴ Department of History Arts and Libraries was created by Act 63 of 2001. ⁵ Department of Labor was abolished by Executive Order 2 of 1996. ⁶ Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. ⁷ Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a principal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. In FY2004-05 Career Development and Strategic Fund were transferred to DLEG. ⁸ Information Technology was created by Executive Order 3 of 2001. ⁹ Executive Order 2003-18 renamed the Department of Consumer and Industry Services as Department of Labor & Economic Growth (DLEG).

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

**THIS GRAPH WILL BE ADDED WHEN DATA
BECOMES AVAILABLE**

**THIS GRAPH WILL BE ADDED WHEN DATA BECOMES
AVAILABLE**

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 23, 2006

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	583	1.1 %	45.7	\$25.38	400	68.6 %
ATTORNEY GENERAL	527	1.0 %	47.2	\$33.97	370	70.2 %
AUDITOR GENERAL	147	0.3 %	39.6	\$31.72	119	81.0 %
CIVIL RIGHTS	122	0.2 %	46.5	\$27.47	84	68.9 %
CIVIL SERVICE	214	0.4 %	47.5	\$27.08	169	79.0 %
COMMUNITY HEALTH	4,385	8.1 %	47.7	\$24.61	3,176	72.4 %
CORRECTIONS	16,333	30.0 %	44.4	\$22.96	13,872	84.9 %
EDUCATION	370	0.7 %	48.9	\$27.33	230	62.2 %
ENVIRONMENTAL QUALITY	1,498	2.8 %	45.5	\$27.01	1,156	77.2 %
EXECUTIVE OFFICE	48	0.1 %	36.5	\$23.03	5	10.4 %
HISTORY ARTS AND LIBRARIES	263	0.5 %	44.5	\$21.27	157	59.7 %
HUMAN SERVICES	9,835	18.1 %	47.5	\$23.21	7,991	81.3 %
INFORMATION TECHNOLOGY	1,765	3.2 %	46.1	\$28.69	1,393	78.9 %
LABOR & ECONOMIC GROWTH	4,350	8.0 %	47.1	\$24.93	2,926	67.3 %
MANAGEMENT & BUDGET	1,022	1.9 %	46.3	\$24.92	787	77.0 %
MILITARY AFFAIRS	969	1.8 %	46.4	\$21.00	688	71.0 %
NATURAL RESOURCES	2,732	5.0 %	41.8	\$17.97	1,293	47.3 %
STATE	1,798	3.3 %	45.9	\$20.78	1,313	73.0 %
STATE POLICE	2,699	5.0 %	41.7	\$26.89	2,364	87.6 %
TRANSPORTATION	3,177	5.8 %	43.3	\$23.98	2,137	67.3 %
TREASURY	1,622	3.0 %	45.9	\$24.76	1,084	66.8 %
STATEWIDE TOTALS:	54,459	100.0 %	45.4	\$23.78	41,714	76.6 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only. Since September 24, 2005, the average hourly pay rate has increased by \$.59 (2.5%), and the percentage of employees eligible for longevity has increased from 74% to 77%.

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2001-02 through 2005-06

<u>Salary Range</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
\$8,000 - 8,999	0	0	0	0	0
9,000 - 9,999	0	0	0	0	0
10,000 - 10,999	0	0	0	0	0
11,000 - 11,999	0	0	0	0	0
12,000 - 12,999	0	0	0	3	0
13,000 - 13,999	1	0	0	1	4
14,000 - 14,999	47	38	43	20	28
15,000 - 15,999	397	436	509	377	416
16,000 - 16,999	192	167	23	24	17
17,000 - 17,999	314	303	332	210	196
18,000 - 18,999	17	13	380	398	411
19,000 - 19,999	20	12	6	6	10
20,000 - 20,999	162	177	171	173	96
21,000 - 21,999	156	13	10	51	70
22,000 - 22,999	88	282	298	8	7
23,000 - 23,999	108	102	66	337	27
24,000 - 24,999	118	51	97	67	337
25,000 - 25,999	236	341	41	106	109
26,000 - 26,999	268	281	290	34	56
27,000 - 27,999	498	708	329	299	258
28,000 - 28,999	546	526	358	156	171
29,000 - 29,999	424	702	326	286	194
30,000 - 30,999	650	503	581	446	519
31,000 - 31,999	1,176	748	329	371	377
32,000 - 32,999	1,026	678	674	359	337
33,000 - 33,999	2,310	1,553	727	643	371
34,000 - 34,999	3,084	3,115	1,406	568	611
35,000 - 35,999	3,851	1,567	2,962	639	451
36,000 - 36,999	1,601	3,579	1,260	1,392	712
37,000 - 37,999	1,555	1,109	3,432	2,345	1,333
38,000 - 38,999	1,666	1,304	1,169	866	2,292
39,000 - 39,999	3,155	1,427	1,558	3,388	1,247
40,000 - 40,999	5,252	2,982	1,477	849	2,691
41,000 - 41,999	699	5,083	2,703	2,212	385
42,000 - 42,999	6,501	569	5,509	1,985	1,903
43,000 - 43,999	1,366	6,200	334	1,903	2,300
44,000 - 44,999	1,176	1,123	6,569	5,399	6,443
45,000 - 45,999	1,391	1,415	851	664	684
46,000 - 46,999	1,059	1,067	632	6,571	586
47,000 - 47,999	1,168	293	1,894	826	6,873
48,000 - 48,999	1,176	1,271	246	587	1,177
49,000 - 49,999	1,557	1,785	1,241	1,840	286

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
\$50,000 - 50,999	928	1,577	1,232	237	1,790
51,000 - 51,999	186	822	1,308	1,209	237
52,000 - 52,999	2,040	170	831	1,171	914
53,000 - 53,999	1,029	1,730	1,410	1,287	1,100
54,000 - 54,999	1,224	548	1,688	776	1,364
55,000 - 55,999	200	1,185	424	1,516	1,822
56,000 - 56,999	971	238	384	1,779	561
57,000 - 57,999	1,124	855	1,202	479	98
58,000 - 58,999	138	1,429	227	442	2,307
59,000 - 59,999	498	95	924	1,172	568
60,000 - 60,999	116	552	1,050	228	1,031
61,000 - 61,999	243	110	592	104	265
62,000 - 62,999	835	193	471	1,905	219
63,000 - 63,999	462	807	89	534	2,392
64,000 - 64,999	260	247	142	133	233
65,000 - 65,999	153	324	925	494	116
66,000 - 66,999	123	118	350	137	485
67,000 - 67,999	240	148	216	126	126
68,000 - 68,999	85	203	159	791	153
69,000 - 69,999	450	75	169	377	840
70,000 - 70,999	47	70	207	222	251
71,000 - 71,999	187	386	81	289	341
72,000 - 72,999	85	124	71	98	239
73,000 - 73,999	83	121	404	230	197
74,000 - 74,999	39	69	118	52	63
75,000 - 75,999	93	58	115	77	202
76,000 - 76,999	41	80	108	430	92
77,000 - 77,999	40	34	43	104	399
78,000 - 78,999	84	68	89	130	36
79,000 - 79,999	158	65	43	104	194
80,000 - 80,999	20	107	36	49	68
81,000 - 81,999	34	36	62	33	76
82,000 - 82,999	22	34	72	87	41
83,000 - 83,999	29	23	84	30	76
84,000 - 84,999	65	32	31	62	31
85,000 - 85,999	162	40	46	80	40
86,000 - 86,999	32	141	32	128	46
87,000 - 87,999	28	27	51	24	128
88,000 - 88,999	82	39	50	34	174
89,000 - 89,999	29	29	122	21	21
90,000 - 90,999	28	70	41	44	23
91,000 - 91,999	216	29	16	42	16
92,000 - 92,999	18	75	29	60	33
93,000 - 93,999	16	108	77	124	34

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
\$94,000 - 94,999	4	15	24	29	80
95,000 - 95,999	17	13	166	22	110
96,000 - 96,999	24	8	13	85	29
97,000 - 97,999	95	17	13	26	20
98,000 - 98,999	3	15	16	23	92
99,000 - 99,999	3	73	7	181	23
100,000 - 100,999	11	5	17	14	24
101,000 - 101,999	28	3	15	19	214
102,000 - 102,999	10	13	68	10	17
103,000 - 103,999	3	20	6	8	7
104,000 - 104,999	14	8	6	13	15
105,000 - 105,999	35	6	10	9	11
106,000 - 106,999	1	6	22	89	5
107,000 - 107,999	40	21	4	4	14
108,000 - 108,999	1	3	10	5	105
109,000 - 109,999	1	8	5	9	3
110,000 - 110,999	1	18	20	23	1
111,000 - 111,999	1	0	1	6	0
112,000 - 112,999	8	4	3	16	22
113,000 - 113,999	1	2	20	0	3
114,000 - 114,999	0	1	0	7	33
115,000 - 115,999	0	8	0	24	2
116,000 - 116,999	0	0	7	1	6
117,000 - 117,999	0	1	3	24	20
118,000 - 118,999	0	0	2	0	1
119,000 - 119,999	5	0	5	0	4
120,000 - 120,999	0	0	1	7	27
121,000 - 121,999	0	4	0	1	0
122,000 - 122,999	2	0	0	2	0
123,000 - 123,999	0	0	0	8	7
124,000 - 124,999	0	0	0	0	0
125,000 - 125,999	0	1	5	1	3
126,000 and above	167	134	130	135	135
STATEWIDE TOTAL	58,429	55,221	55,253	54,661	54,460

Median Salary: \$47,356

Average Salary: \$49,659

Source: MIDB CIVIL SERVICE HWF39A and HWF402.

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2001-02 through 2005-06

	2001-02	2002-03	2003-04	2004-05	2005-06
Legally Required Payments					
FICA	7.27 %	7.37 %	7.37 %	7.33 %	7.36 %
Unemployment Compensation	.30	.31	.30	.27	.23
Workers Compensation	1.91	1.80	1.64	1.49	1.40
Total Legally Required Payments	9.48 %	9.48 %	9.31 %	9.10 %	9.00 %
Group Insurance					
State Health Plan	7.37 %	7.69 %	9.77 %	8.97 %	10.61 %
Health Maintenance Organization	5.04	5.20	6.35	5.93	6.63
Dental	1.50	1.57	1.84	1.59	1.58
Vision	.28	.29	.30	.26	.27
Life	.96	1.01	1.10	1.00	1.00
Long Term Disability	.88	.92	1.00	.91	.80
Flexible Benefits Allowance/Recovery	.09	.10	.11	.08	.07
Total Group Insurance	16.12 %	16.77 %	20.48 %	18.73 %	20.97 %
Other Cash Payments					
Terminal Annual & Sick Leave	.75 %	2.94 %	1.07 %	1.10 %	1.04 %
Terminal Longevity Payments	.01	.12	.01	.01	.01
Professional Development	.05	.07	.00	.00	.01
Uniforms and Dry Cleaning	.15	.16	.15	.15	.25
Total Other Cash Payments	.96 %	3.29 %	1.23 %	1.27 %	1.31 %
Pension and Deferred Items					
Retirement or Pension Plans	13.55 %	17.33 %	19.10 %	22.51 %	23.25 %
FICA for Early Out Retirees	.02	.03	.01	.00	.00
Defined Contribution Pension Plan	1.37	1.71	1.56	2.11	2.20
Banked Leave Time Employer Contribution	.00	.00	.04	.10	.00
Total Pension and Deferred Items	14.94	19.06	20.71	24.72	25.44
Total Employee Benefits	41.50 %	48.60 %	51.74 %	53.82 %	56.72 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#6 (11/19/06)

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2001-02 through 2005-06

	2001-02	2002-03	2003-04	2004-05	2005-06
Legally Required Payments					
FICA	7.27 %	7.37 %	7.37 %	7.33 %	7.36 %
Unemployment Compensation	.30	.31	.30	.27	.23
Workers Compensation	1.91	1.80	1.64	1.49	1.40
Total Legally Required Payments	9.48 %	9.48 %	9.31 %	9.10 %	9.00 %
Group Insurance					
State Health Plan	7.37 %	7.69 %	9.77 %	8.97 %	10.61 %
Health Maintenance Organization	5.04	5.20	6.35	5.93	6.63
Dental	1.50	1.57	1.84	1.59	1.58
Vision	.28	.29	.30	.26	.27
Life	.96	1.01	1.10	1.00	1.00
Long Term Disability	.88	.92	1.00	.91	.80
Flexible Benefits Allowance/Recovery	.09	.10	.11	.08	.07
Total Group Insurance	16.12 %	16.77 %	20.48 %	18.73 %	20.97 %
Other Cash Payments					
Terminal Annual & Sick Leave	.75 %	2.94 %	1.07 %	1.10 %	1.04 %
Terminal Longevity Payments	.01	.12	.01	.01	.01
Professional Development	.05	.07	.00	.00	.01
Uniforms and Dry Cleaning	.15	.16	.15	.15	.25
Total Other Cash Payments	.96 %	3.29 %	1.23 %	1.27 %	1.31 %
Pension and Deferred Items					
Retirement or Pension Plans	13.55 %	17.33 %	19.10 %	22.51 %	23.25 %
FICA for Early Out Retirees	.02	.03	.01	.00	.00
Defined Contribution Pension Plan	1.37	1.71	1.56	2.11	2.20
Banked Leave Time Employer Contribution	.00	.00	.04	.10	.00
Total Pension and Deferred Items	14.94	19.06	20.71	24.72	25.44
Total Employee Benefits	41.50 %	48.60 %	51.74 %	53.82 %	56.72 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#6 (11/19/06)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING SEPTEMBER 23, 2006

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	537	285	53%	217	40%	5	1%	497	93%	12	2%	4	1%	513	96%
ATTORNEY GENERAL	527	257	49%	228	43%	5	1%	487	92%	11	2%	4	1%	503	95%
AUDITOR GENERAL	140	31	22%	89	64%	7	5%	123	88%	2	1%	1	1%	128	91%
CIVIL RIGHTS	122	74	61%	43	35%	2	2%	117	96%	3	2%	1	1%	121	99%
CIVIL SERVICE	206	83	40%	110	53%	1	0%	191	93%	4	2%	0	0%	194	94%
COMMUNITY HEALTH	4,303	2,552	59%	1,440	33%	48	1%	3,946	92%	105	2%	15	0%	4,077	95%
CORRECTIONS	16,293	9,815	60%	5,417	33%	116	1%	15,123	93%	302	2%	36	0%	15,470	95%
EDUCATION	369	177	48%	150	41%	3	1%	331	90%	5	1%	4	1%	340	92%
ENVIRONMENTAL QUALITY	1,432	649	45%	678	47%	23	2%	1,322	92%	30	2%	5	0%	1,360	95%
EXECUTIVE OFFICE	41	23	56%	10	24%	0	0%	36	88%	1	2%	0	0%	37	90%
HISTORY ARTS AND LIBRARIES	204	96	47%	94	46%	1	0%	188	92%	4	2%	1	0%	192	94%
HUMAN SERVICES	9,824	5,501	56%	3,682	37%	94	1%	9,005	92%	316	3%	33	0%	9,355	95%
INFORMATION TECHNOLOGY	1,715	660	38%	925	54%	25	1%	1,539	90%	64	4%	8	0%	1,618	94%
LABOR & ECONOMIC GROWTH	3,989	1,983	50%	1,710	43%	64	2%	3,604	90%	169	4%	19	0%	3,810	96%
MANAGEMENT & BUDGET	1,153	380	33%	684	59%	15	1%	1,056	92%	23	2%	5	0%	1,086	94%
MILITARY AFFAIRS	912	382	42%	473	52%	11	1%	868	95%	3	0%	1	0%	876	96%
NATURAL RESOURCES	1,736	1,184	68%	409	24%	33	2%	1,607	93%	12	1%	12	1%	1,641	95%
STATE	1,644	804	49%	731	44%	22	1%	1,531	93%	42	3%	8	0%	1,584	96%
STATE POLICE	2,681	2,030	76%	522	19%	17	1%	2,559	95%	24	1%	3	0%	2,590	97%
TRANSPORTATION	2,924	1,621	55%	1,110	38%	38	1%	2,749	94%	31	1%	9	0%	2,797	96%
TREASURY	1,575	601	38%	835	53%	32	2%	1,413	90%	61	4%	7	0%	1,484	94%
STATEWIDE TOTALS:	52,327	29,188	56%	19,557	37%	562	1%	48,292	92%	1,224	2%	176	0%	49,776	95%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING SEPTEMBER 23, 2006

Department	Total Employees	Disability Insurance				Life Insurance						Long Term Care Insurance	
		CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
AGRICULTURE	537	460	86%	0	0%	504	94%	33	6%	0	0%	78	15%
ATTORNEY GENERAL	527	423	80%	0	0%	507	96%	19	4%	0	0%	89	17%
AUDITOR GENERAL	140	124	89%	0	0%	121	86%	19	14%	0	0%	29	21%
CIVIL RIGHTS	122	111	91%	0	0%	111	91%	12	10%	0	0%	22	18%
CIVIL SERVICE	206	194	94%	0	0%	193	94%	13	6%	0	0%	75	36%
COMMUNITY HEALTH	4,303	3,908	91%	0	0%	4,082	95%	221	5%	0	0%	510	12%
CORRECTIONS	16,293	15,424	95%	0	0%	15,804	97%	495	3%	0	0%	942	6%
EDUCATION	369	276	75%	0	0%	342	93%	28	8%	0	0%	67	18%
ENVIRONMENTAL QUALITY	1,432	1,229	86%	0	0%	1,312	92%	119	8%	0	0%	236	16%
EXECUTIVE OFFICE	41	21	51%	0	0%	34	83%	7	17%	0	0%	3	7%
HISTORY ARTS AND LIBRARIES	204	171	84%	0	0%	186	91%	18	9%	0	0%	54	26%
HUMAN SERVICES	9,824	9,179	93%	0	0%	9,303	95%	519	5%	0	0%	1,322	13%
INFORMATION TECHNOLOGY	1,715	1,423	83%	43	3%	1,620	94%	89	5%	42	2%	264	15%
LABOR & ECONOMIC GROWTH	3,989	3,466	87%	3	0%	3,708	93%	273	7%	4	0%	586	15%
MANAGEMENT & BUDGET	1,153	1,022	89%	1	0%	1,085	94%	67	6%	1	0%	180	16%
MILITARY AFFAIRS	912	794	87%	0	0%	876	96%	33	4%	0	0%	71	8%
NATURAL RESOURCES	1,736	1,476	85%	0	0%	1,636	94%	99	6%	0	0%	182	10%
STATE	1,644	1,453	88%	0	0%	1,548	94%	98	6%	0	0%	237	14%
STATE POLICE	2,681	2,438	91%	1,652	62%	2,525	94%	110	4%	1,659	62%	218	8%
TRANSPORTATION	2,924	2,564	88%	0	0%	2,731	93%	189	6%	0	0%	302	10%
TREASURY	1,575	1,369	87%	0	0%	1,473	94%	100	6%	0	0%	224	14%
STATEWIDE TOTALS:	52,327	47,525	91%	1,699	3%	49,701	95%	2,561	5%	1,706	3%	5,691	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2001-02 through 2005-06**

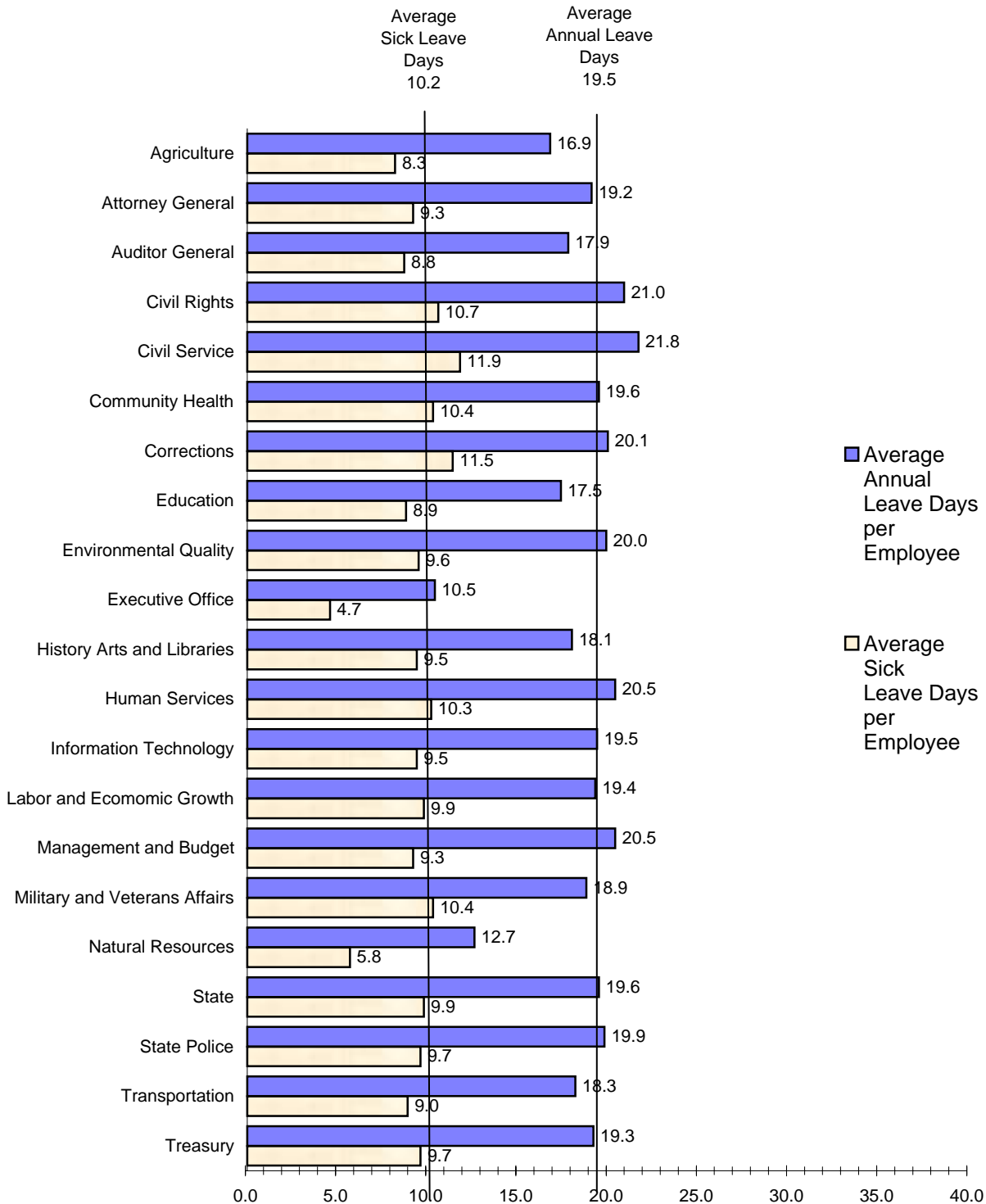
	2001-02	2002-03	2003-04	2004-05	2005-06
VACATION	7.5 %	7.3 %	8.8 %	9.9 %	8.9 %
HOLIDAY	4.6	4.6	4.6	4.6	4.6
SICK LEAVE	4.0	3.8	4.0	4.1	4.0
TOTAL	16.1 %	15.7 %	17.4 %	18.6 %	17.4 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD YER#6 (11/18/06)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT

Fiscal Year 2005-06



Source: HWF28 and HWF31, pay period ending 9-23-06.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2005-06**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	8.3	16.9	25.2
Attorney General	9.3	19.2	28.5
Auditor General	8.8	17.9	26.7
Civil Rights	10.7	21.0	31.7
Civil Service	11.9	21.8	33.7
Community Health	10.4	19.6	30.0
Corrections	11.5	20.1	31.6
Education	8.9	17.5	26.4
Environmental Quality	9.6	20.0	29.6
Executive Office	4.7	10.5	15.2
Family Independence Agency	9.5	18.1	27.6
History Arts and Libraries	10.3	20.5	30.8
Information Technology	9.5	19.5	29.0
Labor and Economic Growth	9.9	19.4	29.3
Management and Budget	9.3	20.5	29.8
Military and Veterans Affairs	10.4	18.9	29.3
Natural Resources	5.8	12.7	18.5
State	9.9	19.6	29.5
State Police	9.7	19.9	29.6
Transportation	9.0	18.3	27.3
Treasury	9.7	19.3	29.0
STATEWIDE AVERAGE	10.2	19.5	29.7

Source: HWF28 and HWF31, pay period ending 9-23-06.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)**

Fiscal Years 2001-02 through 2005-06

DEPARTMENT	2001-02	2002-03	2003-04	2004-05	2005-06
Agriculture	7.3	9.4	7.7	8.2	8.3
Attorney General	8.9	9.6	8.0	8.2	9.3
Auditor General	8.5	10.6	10.2	9.3	8.8
Career Development	9.8	10.5	9.2	--	--
Civil Rights	10.9	10.3	8.1	9.5	10.7
Civil Service	10.1	10.8	9.8	10.6	11.9
Community Health	11.5	10.9	10.2	10.2	10.4
Consumer and Industry Services	10.4	9.9	9.1	--	--
Corrections	11.3	12.1	11.5	11.7	11.5
Education	11.1	9.0	7.5	8.3	8.9
Environmental Quality	9.3	10.4	9.0	8.9	9.6
Executive Office	8.2	3.2	4.5	4.7	4.7
History Arts and Libraries	5.8	9.4	9.8	10.2	9.5
Human Services	11.0	10.5	10.1	7.6	10.3
Information Technology	--	10.1	9.0	10.0	9.5
Labor and Economic Growth	--	--	6.7	9.4	9.9
Management and Budget	8.7	10.1	8.8	9.4	9.3
Military and Veterans Affairs	9.9	11.2	10.4	11.4	10.4
Natural Resources	4.2	8.8	7.0	5.2	5.8
State	9.3	10.3	9.5	9.9	9.9
State Police	11.6	10.6	9.2	9.4	9.7
Transportation	8.8	10.0	8.2	8.6	9.0
Treasury	9.6	10.6	9.2	9.7	9.7
STATEWIDE AVERAGE	10.3	10.9	10.0	10.1	10.2

Source: HWF28, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 23, 2006

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	633	42,202.5	66.7	8.3
ATTORNEY GENERAL	566	42,112.3	74.4	9.3
AUDITOR GENERAL	151	10,672.6	70.7	8.8
CIVIL RIGHTS	135	11,572.5	85.7	10.7
CIVIL SERVICE	214	20,324.5	95.0	11.9
COMMUNITY HEALTH	4,743	395,863.2	83.5	10.4
CORRECTIONS	17,401	1,600,034.2	92.0	11.5
EDUCATION	396	28,313.3	71.5	8.9
ENVIRONMENTAL QUALITY	1,520	116,981.8	77.0	9.6
EXECUTIVE OFFICE	53	1,971.7	37.2	4.7
HISTORY ARTS AND LIBRARIES	236	17,949.6	76.1	9.5
HUMAN SERVICES	10,473	862,850.3	82.4	10.3
INFORMATION TECHNOLOGY	1,810	137,500.6	76.0	9.5
LABOR & ECONOMIC GROWTH	4,475	355,062.6	79.3	9.9
MANAGEMENT & BUDGET	1,048	77,878.8	74.3	9.3
MILITARY AFFAIRS	1,023	85,032.8	83.1	10.4
NATURAL RESOURCES	2,490	116,132.8	46.6	5.8
STATE	1,838	146,278.9	79.6	9.9
STATE POLICE	2,749	212,828.5	77.4	9.7
TRANSPORTATION	3,297	238,096.0	72.2	9.0
TREASURY	1,708	133,056.7	77.9	9.7
STATEWIDE	56,959	4,652,716.2	81.7	10.2

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 23, 2006

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	633	85,801.2	135.5	16.9	633	9,586.3	15.1	1.9
ATTORNEY GENERAL	566	86,818.9	153.4	19.2	566	9,020.1	15.9	2.0
AUDITOR GENERAL	151	21,574.5	142.9	17.9	151	2,792.9	18.5	2.3
CIVIL RIGHTS	135	22,687.0	168.1	21.0	135	3,202.5	23.7	3.0
CIVIL SERVICE	214	37,265.9	174.1	21.8	214	4,449.3	20.8	2.6
COMMUNITY HEALTH	4,743	741,809.8	156.4	19.6	4,743	131,941.6	27.8	3.5
CORRECTIONS	17,401	2,792,399.0	160.5	20.1	17,401	571,157.0	32.8	4.1
EDUCATION	396	55,442.6	140.0	17.5	396	7,010.4	17.7	2.2
ENVIRONMENTAL QUALITY	1,520	243,354.6	160.1	20.0	1,520	23,437.2	15.4	1.9
EXECUTIVE OFFICE	53	4,440.5	83.8	10.5	53	1,429.5	27.0	3.4
HISTORY ARTS AND LIBRARIES	236	34,137.2	144.6	18.1	236	3,983.8	16.9	2.1
HUMAN SERVICES	10,473	1,716,835.6	163.9	20.5	10,473	247,281.4	23.6	3.0
INFORMATION TECHNOLOGY	1,810	282,657.1	156.2	19.5	1,810	31,725.5	17.5	2.2
LABOR & ECONOMIC GROWTH	4,475	694,038.8	155.1	19.4	4,475	92,666.3	20.7	2.6
MANAGEMENT & BUDGET	1,048	171,912.2	164.0	20.5	1,048	19,866.5	19.0	2.4
MILITARY AFFAIRS	1,023	155,084.0	151.6	18.9	1,023	32,658.5	31.9	4.0
NATURAL RESOURCES	2,490	253,702.6	101.9	12.7	2,490	25,151.7	10.1	1.3
STATE	1,838	288,502.9	157.0	19.6	1,838	44,688.0	24.3	3.0
STATE POLICE	2,749	438,347.8	159.5	19.9	2,749	49,904.2	18.2	2.3
TRANSPORTATION	3,297	481,608.9	146.1	18.3	3,297	63,631.5	19.3	2.4
TREASURY	1,708	263,793.0	154.4	19.3	1,708	33,071.5	19.4	2.4
STATEWIDE	56,959	8,872,214.1	155.8	19.5	56,959	1,408,655.7	24.7	3.1

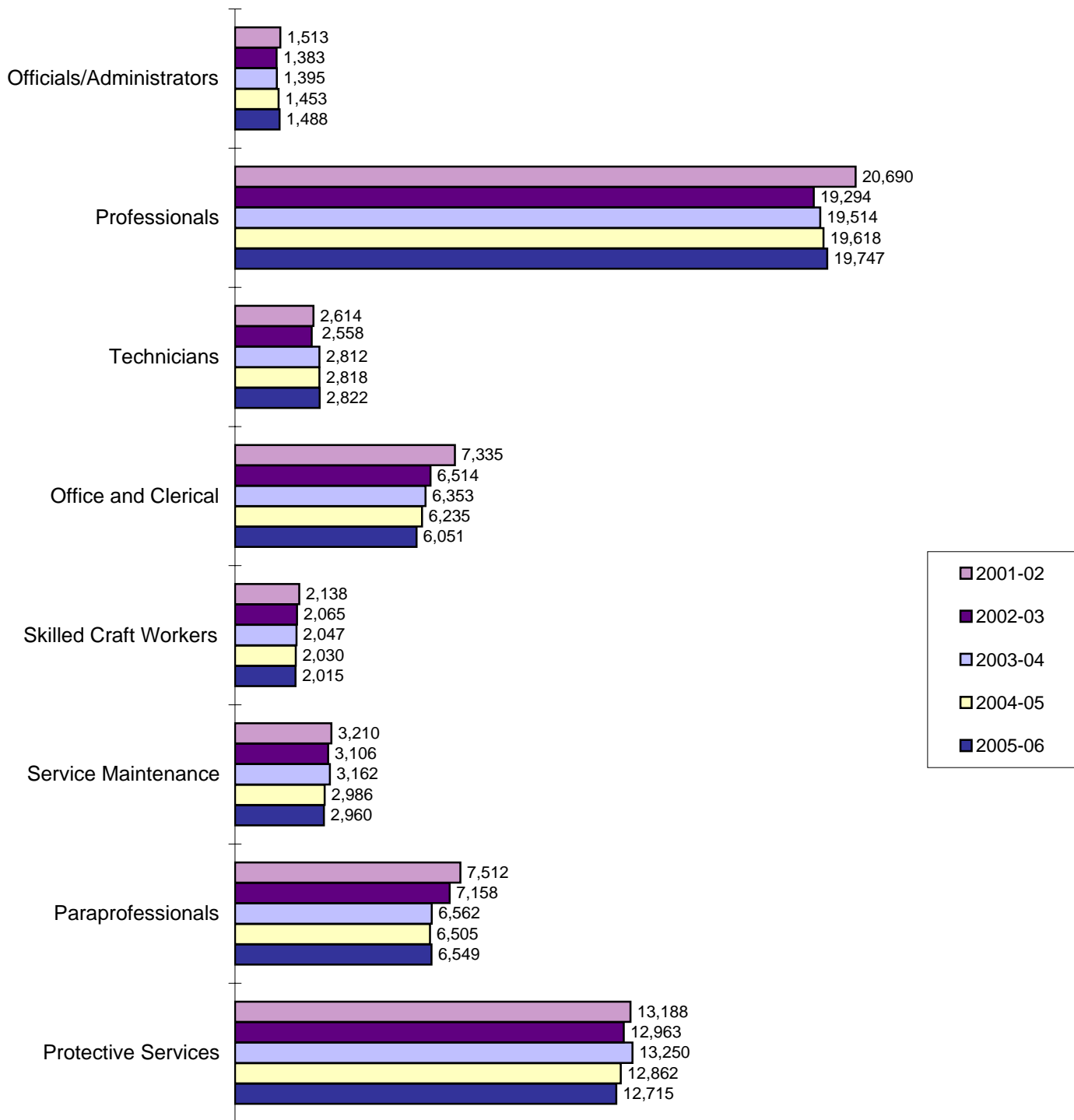
Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

Age Distribution for Classified Employees by Department
Pay Period Ending: September 23, 2006

DEPARTMENT	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	0	19	52	45	41	93	85	131	76	31	8	1	582
ATTORNEY GENERAL	0	2	25	49	63	74	82	98	89	42	3	0	527
AUDITOR GENERAL	1	13	16	19	23	26	24	14	8	3	0	0	147
CIVIL RIGHTS	0	0	9	17	11	11	20	21	24	9	0	0	122
CIVIL SERVICE	1	3	11	18	16	26	38	43	43	11	3	1	214
COMMUNITY HEALTH	22	106	204	254	342	445	830	1,161	715	230	50	7	4,366
CORRECTIONS	6	156	773	1,740	2,726	3,013	3,014	2,756	1,616	399	63	9	16,271
EDUCATION	0	3	23	22	27	26	66	94	76	27	5	1	370
ENVIRONMENTAL QUALITY	7	54	106	111	139	205	253	352	204	59	7	1	1,498
EXECUTIVE OFFICE	0	10	7	10	2	9	3	1	3	1	2	0	48
HISTORY ARTS AND LIBRARIES	4	28	9	18	31	36	36	37	44	14	4	2	263
HUMAN SERVICES	1	64	535	887	926	1,004	1,552	2,494	1,804	459	76	20	9,822
INFORMATION TECHNOLOGY	7	49	72	144	178	264	348	356	271	67	7	1	1,764
LABOR & ECONOMIC GROWTH	18	151	263	300	374	445	729	925	789	267	59	30	4,350
MANAGEMENT & BUDGET	10	30	61	62	87	126	179	287	142	33	5	0	1,022
MILITARY AFFAIRS	8	35	43	57	99	133	188	209	134	43	12	5	966
NATURAL RESOURCES	144	334	234	232	270	258	353	397	286	115	63	46	2,732
STATE	3	83	104	127	159	241	318	413	268	70	8	4	1,798
STATE POLICE	1	26	202	448	533	535	414	339	152	33	7	1	2,691
TRANSPORTATION	29	222	264	276	359	454	530	555	356	99	20	8	3,172
TREASURY	6	47	118	118	158	210	302	345	228	69	14	6	1,621
Statewide Total:	268	1,435	3,131	4,954	6,564	7,634	9,364	11,028	7,328	2,081	416	143	54,346
Average Age:	19.2	22.7	27.8	32.7	37.5	42.6	47.6	52.5	57.2	61.9	66.8	73.9	45.4

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2001-02 through 2005-06

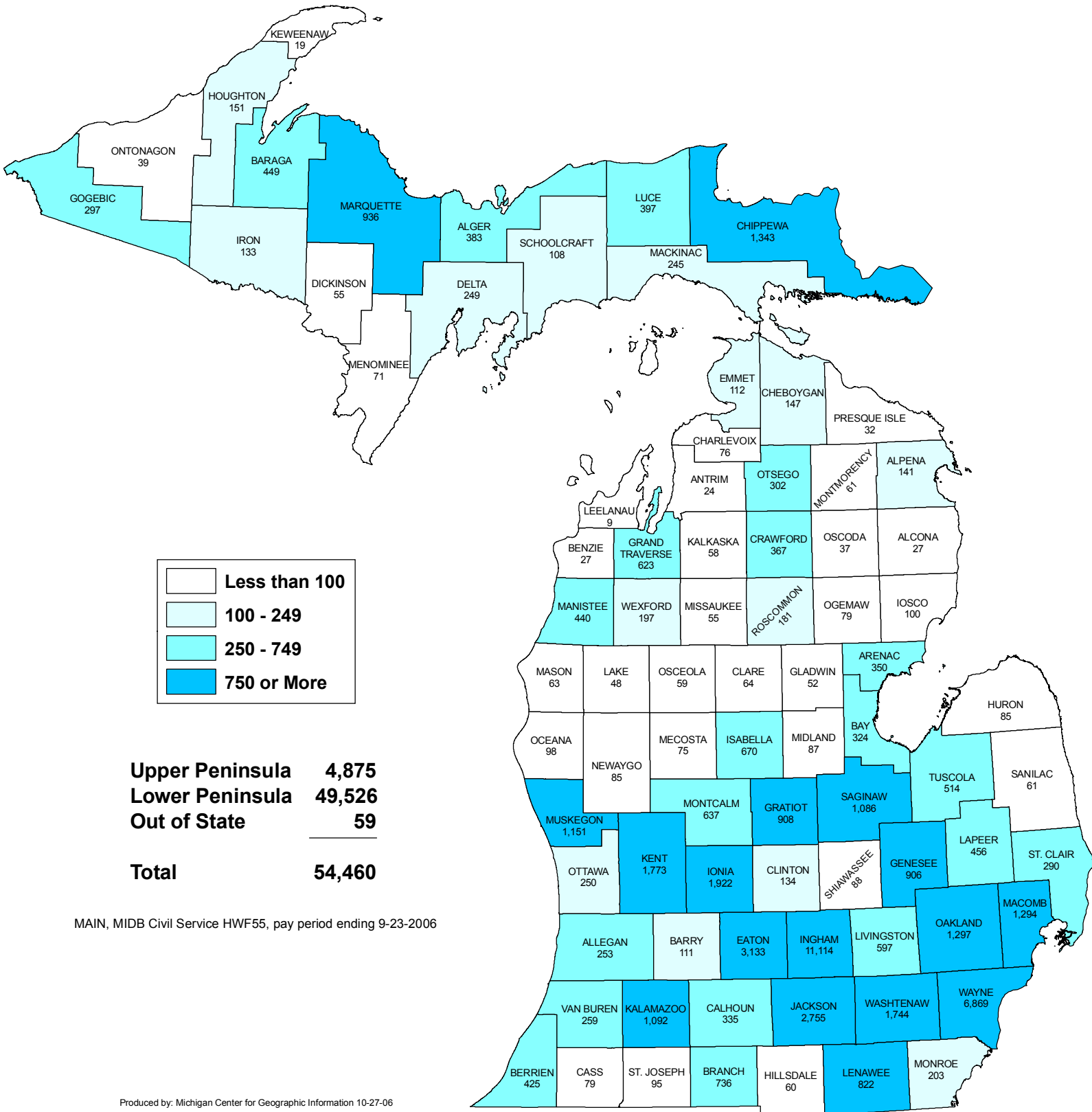


2005-06 Grand Total: 54,347

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Source: HWF27, pay period ending 9-23-06.

Graph 2-5



ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 23, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	12	15	27
ALGER	374	9	383
ALLEGAN	195	58	253
ALPENA	118	23	141
ANTRIM	22	2	24
ARENAC	342	8	350
BARAGA	427	22	449
BARRY	85	26	111
BAY	278	46	324
BENZIE	20	7	27
BERRIEN	369	56	425
BRANCH	723	13	736
CALHOUN	318	17	335
CASS	70	9	79
CHARLEVOIX	19	57	76
CHEBOYGAN	81	66	147
CHIPPEWA	1,268	75	1,343
CLARE	45	19	64
CLINTON	113	21	134
CRAWFORD	267	100	367
DELTA	213	36	249
DICKINSON	48	7	55
EATON	2,942	191	3,133
EMMET	76	36	112
GENESEE	786	120	906
GLADWIN	43	9	52
GOGEBIC	279	18	297
GRAND TRAVERSE	553	70	623
GRATIOT	893	15	908
HILLSDALE	55	5	60
HOUGHTON	112	39	151
HURON	36	49	85
INGHAM	9,941	1,173	11,114
IONIA	1,883	39	1,922
IOSCO	49	51	100
IRON	112	21	133
ISABELLA	599	71	670
JACKSON	2,673	82	2,755
KALAMAZOO	994	98	1,092
KALKASKA	52	6	58
KENT	1,611	162	1,773
KEWEENAW	1	18	19
LAKE	43	5	48
LAPEER	437	19	456
LEELANAU	3	6	9

HWF55

Universe: HR Human Resources

Report Sequence: Work County Cd Desc

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 23, 2006

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	771	51	822
LIVINGSTON	556	41	597
LUCE	377	20	397
MACKINAC	130	115	245
MACOMB	1,212	82	1,294
MANISTEE	409	31	440
MARQUETTE	865	71	936
MASON	37	26	63
MECOSTA	69	6	75
MENOMINEE	43	28	71
MIDLAND	76	11	87
MISSAUKEE	50	5	55
MONROE	161	42	203
MONTCALM	619	18	637
MONTMORENCY	50	11	61
MUSKEGON	1,080	71	1,151
NEWAYGO	73	12	85
OAKLAND	1,077	220	1,297
OCEANA	53	45	98
OGEMAW	58	21	79
ONTONAGON	23	16	39
OSCEOLA	57	2	59
OSCODA	32	5	37
OTSEGO	259	43	302
OTTAWA	171	79	250
OUT OF STATE	55	4	59
PRESQUE ISLE	18	14	32
ROSCOMMON	135	46	181
SAGINAW	1,048	38	1,086
SANILAC	51	10	61
SCHOOLCRAFT	85	23	108
SHIAWASSEE	77	11	88
STATEWIDE	872	50	922
ST CLAIR	229	61	290
ST JOSEPH	87	8	95
TUSCOLA	482	32	514
VAN BUREN	230	29	259
WASHTENAW	1,677	67	1,744
WAYNE	6,607	262	6,869
WEXFORD	161	36	197
Grand Total:	49,702	4,758	54,460

HWF55

Universe: HR Human Resources

Report Sequence: Work County Cd Desc

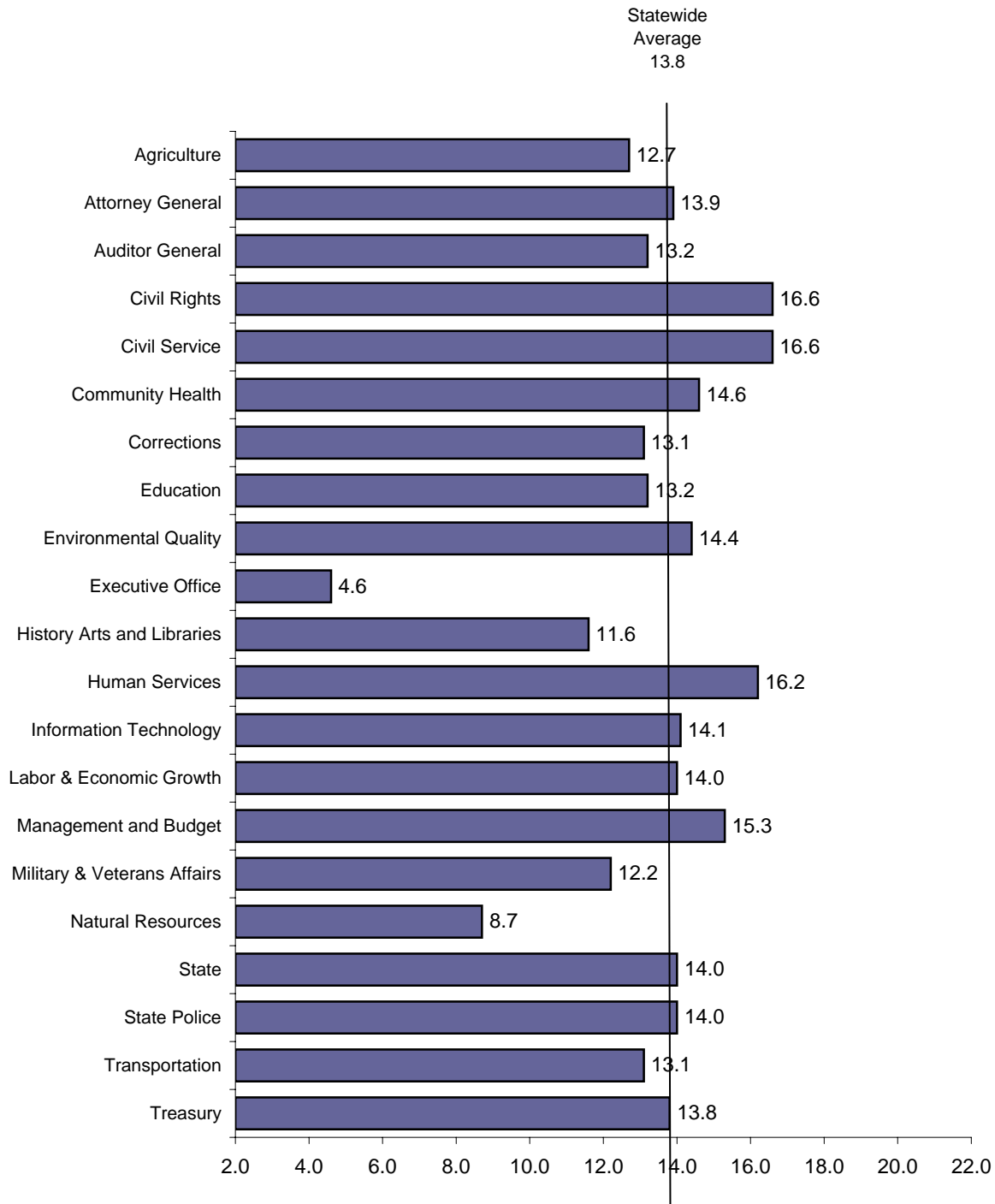
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Fiscal Year 2005-06



Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-23-06.

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	63	91	1	6	1	0	2	1	0	1	2	2	69	101	2	0
6 - 10 YEARS	57	46	2	3	1	2	0	2	0	2	0	0	60	55	0	1
11- 15 YEARS	38	27	1	2	0	0	1	2	0	0	0	0	40	31	0	1
16 - 20 YEARS	51	43	0	4	0	1	0	0	1	2	0	0	52	50	3	2
21 - 25 YEARS	12	15	1	4	0	0	0	0	1	0	0	0	14	19	1	0
26 - 30 YEARS	26	22	2	2	0	0	2	0	0	0	0	0	30	24	0	5
31 - 35 YEARS	19	7	0	4	0	0	0	1	0	0	0	0	19	12	3	1
36 - 40 YEARS	1	1	0	0	0	0	0	0	2	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	268	253	7	25	2	3	5	6	4	5	2	2	288	294	9	10
MORE THAN 10 YEARS	148	116	4	16	0	1	3	3	4	2	0	0	159	138	7	9
AVERAGE YEARS	13.5	11.4	15.6	16.5	4.5	12.3	14.4	12.5	28.8	9.8	2.5	2.0	13.7	11.8	19.4	23.0
DEPARTMENT AVERAGE YEARS	12.7															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	47	76	13	14	0	0	0	3	0	0	1	2	61	95	0	0
6 - 10 YEARS	30	53	2	8	0	0	0	2	0	2	0	0	32	65	0	0
11- 15 YEARS	16	24	2	2	0	0	1	0	0	0	0	0	19	26	0	0
16 - 20 YEARS	26	38	0	4	0	0	0	3	1	0	0	0	27	45	0	3
21 - 25 YEARS	20	14	2	4	0	0	0	0	0	0	0	0	22	18	1	0
26 - 30 YEARS	31	31	4	3	0	1	2	1	0	0	0	0	37	36	1	2
31 - 35 YEARS	26	7	0	2	0	0	0	0	0	0	0	0	26	9	2	1
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	203	245	23	37	0	1	3	9	1	2	1	2	231	296	4	6
MORE THAN 10 YEARS	126	116	8	15	0	1	3	4	1	0	0	0	138	136	4	6
AVERAGE YEARS	16.9	12.4	9.7	11.4	0.0	27.0	22.3	11.2	18.0	7.0	0.0	0.0	16.2	12.2	28.8	23.3
DEPARTMENT AVERAGE YEARS	13.9															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	8	16	0	1	0	0	0	0	0	0	0	0	8	17	0	0
6 - 10 YEARS	19	29	1	0	0	0	0	0	0	1	0	0	20	30	0	0
11- 15 YEARS	7	8	0	3	0	0	0	0	0	0	0	0	7	11	0	0
16 - 20 YEARS	6	15	2	0	0	0	0	0	0	0	0	0	8	15	0	2
21 - 25 YEARS	6	4	0	0	0	0	0	0	0	0	0	0	6	4	0	1
26 - 30 YEARS	8	3	1	0	0	0	0	0	0	0	0	0	9	3	0	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	63	75	4	4	0	0	0	0	0	1	0	0	67	80	1	3
MORE THAN 10 YEARS	36	30	3	3	0	0	0	0	0	0	0	0	39	33	1	3
AVERAGE YEARS	16.4	10.6	19.0	9.8	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	16.6	10.5	32.0	21.3
DEPARTMENT AVERAGE YEARS			13.2													

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	3	9	6	9	0	0	0	3	0	1	0	0	9	22	0	0
6 - 10 YEARS	4	3	2	9	0	1	0	0	0	1	0	0	6	14	0	0
11- 15 YEARS	2	3	3	3	0	0	0	1	0	0	0	0	5	7	0	1
16 - 20 YEARS	1	3	1	6	0	0	2	0	0	0	0	0	4	9	0	0
21 - 25 YEARS	1	1	1	3	0	0	0	0	0	0	0	0	2	4	0	0
26 - 30 YEARS	2	5	0	6	0	0	2	0	0	0	0	0	4	11	0	1
31 - 35 YEARS	3	7	4	4	0	0	1	2	1	0	0	0	9	13	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	16	32	17	42	0	1	5	6	1	2	0	0	39	83	0	2
MORE THAN 10 YEARS	9	20	9	24	0	0	5	3	1	0	0	0	24	47	0	2
AVERAGE YEARS	16.2	17.9	14.5	16.2	0.0	9.0	24.6	15.0	34.0	5.5	0.0	0.0	17.0	16.5	0.0	20.0
DEPARTMENT AVERAGE YEARS	16.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	6	30	2	5	0	0	0	0	0	0	0	0	8	35	0	0
6 - 10 YEARS	5	20	1	5	0	1	0	0	0	1	0	0	6	27	0	0
11- 15 YEARS	3	12	0	1	0	1	0	0	0	0	0	0	3	14	0	1
16 - 20 YEARS	5	24	0	7	0	1	0	1	0	3	0	0	5	36	0	1
21 - 25 YEARS	5	7	0	2	0	1	0	3	0	0	0	0	5	13	1	1
26 - 30 YEARS	8	22	3	6	1	1	0	1	0	0	0	0	12	30	2	3
31 - 35 YEARS	4	11	1	1	1	0	0	0	0	0	0	0	6	12	1	1
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	37	127	7	27	2	5	0	5	0	4	0	0	46	168	4	7
MORE THAN 10 YEARS	26	77	4	17	2	4	0	5	0	3	0	0	32	106	4	7
AVERAGE YEARS	18.6	15.7	17.9	16.5	30.0	16.8	0.0	22.0	0.0	13.8	0.0	0.0	19.0	16.0	27.8	24.4
DEPARTMENT AVERAGE YEARS	16.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	286	600	70	134	1	5	13	16	11	18	8	15	389	788	2	2
6 - 10 YEARS	162	380	28	112	4	4	4	5	11	17	0	0	209	518	4	5
11- 15 YEARS	115	208	26	59	3	1	5	6	4	11	0	0	153	285	4	10
16 - 20 YEARS	118	268	31	86	1	3	7	11	8	21	0	0	165	389	12	23
21 - 25 YEARS	105	175	31	73	0	5	5	10	8	8	0	0	149	271	20	23
26 - 30 YEARS	245	335	77	98	3	4	6	8	6	8	1	0	338	453	20	28
31 - 35 YEARS	86	118	8	15	0	0	1	2	3	1	0	0	98	136	11	7
36 - 40 YEARS	12	9	1	2	0	0	0	1	0	0	0	0	13	12	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,129	2,093	272	579	12	22	41	59	51	84	9	15	1,514	2,852	74	99
MORE THAN 10 YEARS	681	1,113	174	333	7	13	24	38	29	49	1	0	916	1,546	68	92
AVERAGE YEARS	15.9	13.9	16.3	14.5	13.8	15.5	13.9	15.5	14.7	13.3	4.2	1.6	15.8	14.0	23.0	21.8
DEPARTMENT AVERAGE YEARS	14.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	1,020	744	144	272	24	12	21	23	7	8	8	13	1,224	1,072	6	4
6 - 10 YEARS	2,595	1,045	283	353	54	20	72	42	11	7	0	0	3,015	1,467	4	6
11- 15 YEARS	1,739	683	191	200	52	13	48	25	8	2	0	0	2,038	923	26	16
16 - 20 YEARS	2,685	789	322	303	78	17	57	19	10	4	0	0	3,152	1,132	146	50
21 - 25 YEARS	716	220	133	130	18	6	18	5	0	1	0	0	885	362	62	23
26 - 30 YEARS	443	230	62	63	5	3	3	8	0	0	0	0	513	304	45	17
31 - 35 YEARS	85	45	13	18	3	0	3	0	0	0	0	0	104	63	10	3
36 - 40 YEARS	9	5	1	1	0	0	0	0	0	0	0	0	10	6	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	9,292	3,762	1,149	1,340	234	71	222	122	36	22	8	13	10,941	5,330	299	119
MORE THAN 10 YEARS	5,677	1,973	722	715	156	39	129	57	18	7	0	0	6,702	2,791	289	109
AVERAGE YEARS	13.4	12.2	14.0	12.6	13.5	12.2	12.5	11.2	10.6	8.5	2.3	1.4	13.5	12.2	20.3	19.0
DEPARTMENT AVERAGE YEARS	13.1															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	45	75	4	7	0	1	0	3	0	0	0	0	49	86	0	0
6 - 10 YEARS	15	42	1	3	0	0	0	1	0	0	0	0	16	46	0	0
11- 15 YEARS	4	22	0	0	0	0	0	0	0	0	0	0	4	22	0	0
16 - 20 YEARS	2	26	0	3	0	0	0	2	0	1	0	0	2	32	0	1
21 - 25 YEARS	4	18	1	1	0	0	1	1	0	0	0	0	6	20	0	1
26 - 30 YEARS	12	38	1	1	0	1	0	2	0	0	0	0	13	42	2	2
31 - 35 YEARS	5	21	0	3	0	0	0	0	0	0	0	0	5	24	1	2
36 - 40 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	87	244	7	19	0	2	1	9	0	1	0	0	95	275	3	6
MORE THAN 10 YEARS	27	127	2	9	0	1	1	5	0	1	0	0	30	143	3	6
AVERAGE YEARS	10.2	14.2	9.3	14.6	0.0	13.5	21.0	13.2	0.0	20.0	0.0	0.0	10.2	14.2	29.0	26.8
DEPARTMENT AVERAGE YEARS	13.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	150	167	8	6	1	1	2	4	2	5	1	0	164	183	0	0
6 - 10 YEARS	112	112	4	4	0	0	1	1	2	3	0	0	119	120	0	0
11- 15 YEARS	109	78	2	5	0	0	1	1	8	5	0	0	120	89	4	3
16 - 20 YEARS	141	125	6	17	0	1	6	2	3	2	0	0	156	147	4	4
21 - 25 YEARS	53	53	8	5	1	2	0	0	5	2	0	0	67	62	1	3
26 - 30 YEARS	107	63	3	8	1	0	1	2	2	1	0	0	114	74	8	4
31 - 35 YEARS	46	16	0	2	0	0	0	0	2	0	0	0	48	18	1	0
36 - 40 YEARS	9	7	0	0	0	0	1	0	0	0	0	0	10	7	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	727	621	31	47	3	4	12	10	24	18	1	0	798	700	19	14
MORE THAN 10 YEARS	465	342	19	37	2	3	9	5	20	10	0	0	515	397	19	14
AVERAGE YEARS	15.2	13.2	14.2	17.0	17.3	16.5	16.7	11.6	16.8	11.2	0.0	0.0	15.2	13.4	23.2	20.9
DEPARTMENT AVERAGE YEARS	14.4															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	9	21	1	8	0	0	0	2	0	0	0	1	10	32	0	0
6 - 10 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	10	26	1	8	0	0	0	2	0	0	0	1	11	37	0	1
MORE THAN 10 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1
AVERAGE YEARS	2.3	6.0	3.0	3.1	0.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	2.4	5.2	0.0	38.0
DEPARTMENT AVERAGE YEARS	4.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	36	54	2	1	0	1	1	0	0	0	2	3	41	59	0	0
6 - 10 YEARS	22	28	1	0	2	0	0	0	0	0	0	0	25	28	2	1
11- 15 YEARS	7	9	1	1	0	0	0	0	0	1	0	0	8	11	0	0
16 - 20 YEARS	10	19	0	0	1	0	0	2	0	0	0	0	11	21	3	1
21 - 25 YEARS	3	7	1	1	0	0	0	0	0	0	0	0	4	8	1	0
26 - 30 YEARS	8	13	0	3	0	0	0	1	0	0	0	0	8	17	1	1
31 - 35 YEARS	9	9	0	0	0	0	1	0	0	0	0	0	10	9	1	0
36 - 40 YEARS	2	0	0	0	1	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	97	139	5	6	4	1	2	3	0	1	2	3	110	153	8	3
MORE THAN 10 YEARS	39	57	2	5	2	0	1	3	0	1	0	0	44	66	6	2
AVERAGE YEARS	11.8	11.2	9.8	19.8	17.3	0.0	17.0	21.7	0.0	11.0	0.0	0.0	11.8	11.4	20.0	18.0
DEPARTMENT AVERAGE YEARS	11.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
LESS THAN 6 YEARS	230	885	66	408	2	7	20	60	3	5	0	0	321	1,365	1	5
6 - 10 YEARS	263	872	111	676	1	8	15	76	5	13	0	0	395	1,645	0	11
11- 15 YEARS	187	616	66	234	2	11	12	50	2	8	0	0	269	919	10	25
16 - 20 YEARS	204	595	78	348	1	11	26	63	4	11	0	0	313	1,028	27	58
21 - 25 YEARS	91	382	37	220	2	4	6	22	4	3	0	0	140	631	13	46
26 - 30 YEARS	350	935	67	496	3	13	10	21	4	4	0	0	434	1,469	36	103
31 - 35 YEARS	181	355	19	220	0	1	1	8	2	1	0	0	203	585	21	33
36 - 40 YEARS	30	41	5	20	1	0	0	3	0	0	0	0	36	64	4	6
MORE THAN 40 YEARS	2	0	1	1	0	0	1	0	0	0	0	0	4	1	0	1
DEPARTMENT TOTAL	1,538	4,681	450	2,623	12	55	91	303	24	45	0	0	2,115	7,707	112	288
MORE THAN 10 YEARS	1,045	2,924	273	1,539	9	40	56	167	16	27	0	0	1,399	4,697	111	272
AVERAGE YEARS	17.9	16.1	15.1	16.1	18.2	16.4	14.0	13.1	16.8	13.7	0.0	0.0	17.2	16.0	24.5	23.2
DEPARTMENT AVERAGE YEARS	16.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	170	75	5	7	1	0	1	2	16	13	56	19	249	116	0	0
6 - 10 YEARS	294	108	15	16	1	0	7	2	15	5	0	0	332	131	4	1
11- 15 YEARS	95	56	4	3	0	1	2	2	7	3	0	0	108	65	2	4
16 - 20 YEARS	109	110	20	24	1	1	3	5	5	4	0	0	138	144	9	9
21 - 25 YEARS	38	51	8	10	0	0	1	3	4	6	0	0	51	70	7	3
26 - 30 YEARS	96	92	11	19	0	0	3	6	2	2	0	0	112	119	13	2
31 - 35 YEARS	59	42	3	3	1	0	2	2	0	1	0	0	65	48	3	3
36 - 40 YEARS	9	6	1	0	0	0	0	0	0	0	0	0	10	6	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	870	540	67	82	4	2	19	22	49	34	56	19	1,065	699	40	22
MORE THAN 10 YEARS	406	357	47	59	2	2	11	18	18	16	0	0	484	452	36	21
AVERAGE YEARS	13.2	16.6	17.1	17.7	15.8	16.0	16.3	19.9	9.8	11.9	1.6	0.7	12.8	16.2	22.5	20.0
DEPARTMENT AVERAGE YEARS	14.1															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	346	581	82	326	1	7	18	22	9	11	3	6	459	953	6	7
6 - 10 YEARS	185	275	24	79	2	1	7	16	3	9	0	0	221	380	10	5
11- 15 YEARS	136	197	22	78	1	4	2	8	2	6	0	0	163	293	10	18
16 - 20 YEARS	163	232	38	93	1	0	9	18	4	8	0	0	215	351	27	31
21 - 25 YEARS	89	135	27	53	2	6	6	7	4	3	0	0	128	204	11	14
26 - 30 YEARS	158	281	37	117	1	4	5	13	1	3	0	0	202	418	35	43
31 - 35 YEARS	85	134	14	65	0	1	2	2	1	0	0	0	102	202	17	23
36 - 40 YEARS	22	25	2	4	0	0	0	1	0	0	0	0	24	30	4	4
MORE THAN 40 YEARS	4	0	2	0	0	0	0	0	0	0	0	0	6	0	0	0
DEPARTMENT TOTAL	1,188	1,860	248	815	8	23	49	87	24	40	3	6	1,520	2,831	120	145
MORE THAN 10 YEARS	657	1,004	142	410	5	15	24	49	12	20	0	0	840	1,498	104	133
AVERAGE YEARS	14.3	14.1	14.8	13.5	15.8	15.5	12.7	14.0	11.7	11.7	3.3	2.7	14.3	13.9	22.0	22.6
DEPARTMENT AVERAGE YEARS	14.0															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	111	72	4	8	0	1	5	1	0	0	8	8	128	90	0	0
6 - 10 YEARS	107	91	9	4	0	1	0	1	1	1	0	0	117	98	0	0
11- 15 YEARS	42	48	3	6	0	0	2	1	0	0	0	0	47	55	1	1
16 - 20 YEARS	67	54	12	4	0	0	4	3	6	1	0	0	89	62	6	5
21 - 25 YEARS	26	25	4	3	0	0	0	1	1	0	0	0	31	29	2	1
26 - 30 YEARS	94	66	9	4	0	0	6	1	0	1	0	0	109	72	10	5
31 - 35 YEARS	42	20	6	3	2	1	10	2	0	0	0	0	60	26	3	0
36 - 40 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
DEPARTMENT TOTAL	494	380	47	32	2	3	27	10	8	3	8	8	586	436	23	12
MORE THAN 10 YEARS	276	217	34	20	2	1	22	8	7	2	0	0	341	248	23	12
AVERAGE YEARS	15.3	14.7	18.3	14.9	32.5	13.3	22.5	18.6	17.0	16.7	3.5	3.5	15.8	14.6	25.3	22.4
DEPARTMENT AVERAGE YEARS	15.3															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	112	118	12	50	0	0	4	6	0	0	1	1	129	175	0	1
6 - 10 YEARS	49	75	8	30	1	0	3	2	1	4	0	0	62	111	0	0
11- 15 YEARS	58	57	2	15	0	1	3	2	0	0	0	0	63	75	2	0
16 - 20 YEARS	56	66	3	13	0	2	3	1	0	1	0	0	62	83	5	2
21 - 25 YEARS	29	43	3	5	3	1	0	1	0	0	0	0	35	50	5	1
26 - 30 YEARS	25	45	2	5	0	0	1	3	0	0	0	0	28	53	3	1
31 - 35 YEARS	14	17	1	2	1	0	0	0	0	0	0	0	16	19	0	2
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	348	421	31	120	5	4	14	15	1	5	1	1	400	566	16	7
MORE THAN 10 YEARS	187	228	11	40	4	4	7	7	0	1	0	0	209	280	16	6
AVERAGE YEARS	12.5	13.0	10.1	9.1	21.6	17.0	10.2	11.5	6.0	9.0	4.0	0.0	12.3	12.1	21.6	22.3
DEPARTMENT AVERAGE YEARS	12.2															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	778	585	11	5	3	3	8	3	5	3	14	4	819	603	7	1
6 - 10 YEARS	257	106	3	3	2	0	1	0	2	0	0	0	265	109	1	1
11- 15 YEARS	149	63	6	6	1	2	5	0	1	0	0	0	162	71	0	1
16 - 20 YEARS	172	82	6	5	6	1	3	8	0	1	0	0	187	97	7	3
21 - 25 YEARS	76	45	6	4	3	1	0	0	1	0	0	0	86	50	3	4
26 - 30 YEARS	110	50	1	2	4	1	1	1	0	1	0	0	116	55	6	1
31 - 35 YEARS	70	12	0	1	1	0	0	0	0	0	0	0	71	13	3	2
36 - 40 YEARS	23	1	0	0	0	0	1	0	0	0	0	0	24	1	3	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	1,638	944	33	26	20	8	19	12	9	5	14	4	1,733	999	30	13
MORE THAN 10 YEARS	603	253	19	18	15	5	10	9	2	2	0	0	649	287	22	11
AVERAGE YEARS	9.6	6.7	11.7	14.7	18.1	11.1	11.3	14.8	7.8	8.6	0.2	0.0	9.7	7.1	19.6	19.7
DEPARTMENT AVERAGE YEARS				8.7												

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
LESS THAN 6 YEARS	55	275	12	76	1	2	4	13	0	6	0	3	72	375	0	1
6 - 10 YEARS	52	223	7	64	1	4	2	11	2	2	0	0	64	304	2	3
11- 15 YEARS	14	107	4	26	0	6	0	9	1	2	0	0	19	150	1	13
16 - 20 YEARS	37	157	5	74	2	0	2	14	3	2	0	0	49	247	2	29
21 - 25 YEARS	15	120	8	40	0	2	1	8	0	4	0	0	24	174	3	17
26 - 30 YEARS	51	118	7	36	0	1	2	8	0	2	0	0	60	165	4	10
31 - 35 YEARS	22	47	1	6	0	0	0	1	0	0	0	0	23	54	5	2
36 - 40 YEARS	2	14	0	1	0	0	0	0	0	0	0	0	2	15	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	248	1,062	44	323	4	15	11	64	6	18	0	3	313	1,485	17	77
MORE THAN 10 YEARS	141	564	25	183	2	9	5	40	4	10	0	0	177	806	15	73
AVERAGE YEARS	15.5	13.7	14.5	13.8	10.8	12.2	13.5	14.6	14.7	12.9	0.0	1.0	15.2	13.7	24.0	20.1
DEPARTMENT AVERAGE YEARS	14.0															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	170	142	8	4	0	2	5	6	0	0	0	0	183	154	0	0
6 - 10 YEARS	482	124	12	16	5	1	6	1	3	0	0	0	508	142	0	0
11- 15 YEARS	404	117	34	6	15	0	13	0	2	1	0	0	468	124	4	0
16 - 20 YEARS	305	138	57	12	10	0	20	3	2	2	0	0	394	155	3	5
21 - 25 YEARS	154	44	27	12	1	0	9	3	0	1	0	0	191	60	3	2
26 - 30 YEARS	115	67	20	8	1	4	2	4	0	0	0	0	138	83	1	2
31 - 35 YEARS	46	21	1	1	0	0	2	0	0	0	0	0	49	22	1	0
36 - 40 YEARS	9	7	2	0	0	0	0	0	0	0	0	0	11	7	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	1,687	660	161	59	32	7	57	17	7	4	0	0	1,944	747	12	9
MORE THAN 10 YEARS	1,035	394	141	39	27	4	46	10	4	4	0	0	1,253	451	12	9
AVERAGE YEARS	13.6	13.8	17.4	16.2	14.3	16.7	15.7	15.2	12.1	17.8	0.0	0.0	14.0	14.1	20.1	21.7
DEPARTMENT AVERAGE YEARS	14.0															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	627	256	33	35	9	0	9	7	16	10	0	0	694	308	2	0
6 - 10 YEARS	373	121	20	15	2	4	5	2	7	6	0	0	407	148	0	0
11- 15 YEARS	182	76	12	8	5	2	5	0	2	0	0	0	206	86	3	3
16 - 20 YEARS	335	132	33	22	5	2	12	5	6	2	0	0	391	163	19	10
21 - 25 YEARS	124	66	17	9	4	2	6	2	1	0	0	0	152	79	11	8
26 - 30 YEARS	154	95	24	17	8	1	12	1	4	0	0	0	202	114	17	12
31 - 35 YEARS	90	30	12	9	4	0	7	1	1	0	0	0	114	40	11	5
36 - 40 YEARS	48	8	0	0	0	0	0	0	3	0	0	0	51	8	8	2
MORE THAN 40 YEARS	7	0	0	0	0	0	0	0	2	0	0	0	9	0	3	0
DEPARTMENT TOTAL	1,940	784	151	115	37	11	56	18	42	18	0	0	2,226	946	74	40
MORE THAN 10 YEARS	940	407	98	65	26	7	42	9	19	2	0	0	1,125	490	72	40
AVERAGE YEARS	12.7	13.0	15.9	14.2	17.1	14.8	18.1	12.6	14.1	5.7	0.0	0.0	13.1	13.0	25.7	24.3
DEPARTMENT AVERAGE YEARS	13.1															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	154	258	19	61	1	2	2	7	8	11	0	1	184	340	0	1
6 - 10 YEARS	72	130	8	19	0	0	3	4	3	3	0	0	86	156	0	2
11- 15 YEARS	51	72	6	18	0	2	0	5	1	1	0	0	58	98	5	2
16 - 20 YEARS	51	100	19	30	0	0	4	17	6	1	0	0	80	148	3	8
21 - 25 YEARS	10	63	8	21	1	0	2	4	2	0	0	0	23	88	5	3
26 - 30 YEARS	39	133	12	36	0	2	3	7	0	0	0	0	54	178	10	12
31 - 35 YEARS	37	45	5	9	0	0	3	0	1	1	0	0	46	55	4	2
36 - 40 YEARS	12	11	1	0	0	1	0	0	0	0	0	0	13	12	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
DEPARTMENT TOTAL	428	812	78	194	2	7	17	44	21	17	0	1	546	1,075	31	31
MORE THAN 10 YEARS	202	424	51	114	1	5	12	33	10	3	0	0	276	579	31	28
AVERAGE YEARS	13.0	13.8	15.9	14.3	14.0	17.6	19.6	15.9	11.6	6.3	0.0	3.0	13.6	13.9	25.9	22.5
DEPARTMENT AVERAGE YEARS	13.8															

CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

Table 3-1

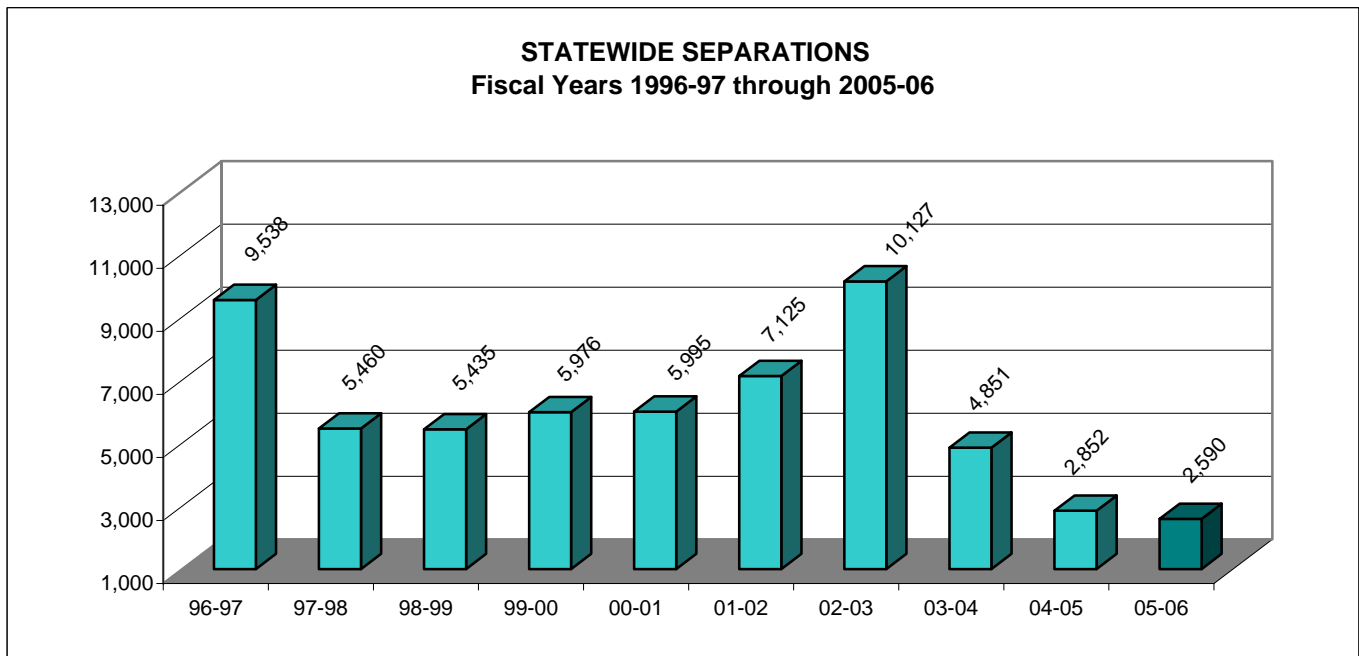
DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,426	5,130	503	1,443	45	44	115	182	77	92	104	78	5,270	6,969	26	22
6 - 10 YEARS	5,156	3,885	542	1,419	76	47	126	168	66	77	0	0	5,966	5,596	27	36
11- 15 YEARS	3,358	2,483	385	676	79	44	100	112	38	40	0	0	3,960	3,355	72	99
16 - 20 YEARS	4,544	3,017	633	1,055	106	40	158	177	59	66	0	0	5,500	4,355	276	247
21 - 25 YEARS	1,577	1,488	323	600	35	30	55	70	31	28	0	0	2,021	2,216	150	151
26 - 30 YEARS	2,082	2,645	343	930	27	36	61	88	19	22	1	0	2,533	3,721	214	254
31 - 35 YEARS	934	964	88	368	13	3	33	21	11	4	0	0	1,079	1,360	99	87
36 - 40 YEARS	209	145	13	31	2	1	2	5	5	0	0	0	231	182	27	16
MORE THAN 40 YEARS	22	4	3	1	0	0	1	0	2	0	0	0	28	5	5	2
STATEWIDE TOTAL	22,308	19,761	2,833	6,523	383	245	651	823	308	329	105	78	26,588	27,759	896	914
MORE THAN 10 YEARS	12,726	10,746	1,788	3,661	262	154	410	473	165	160	1	0	15,352	15,194	843	856
AVERAGE YEARS	13.7	13.7	14.9	14.5	14.7	14.4	14.5	13.7	13.3	11.6	1.9	1.5	13.8	13.9	22.4	22.0
STATEWIDE AVERAGE YEARS	13.8															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2005-06

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	86	3.3%
Dismissal	212	8.2%
Expired Appointment	108	4.2%
Total Involuntary Separations	406	15.7%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	705	27.2%
Layoff/Leave of Absence Rights Expired	135	5.2%
Waived Rights Leave of Absence	207	8.0%
Settlement	3	0.1%
Total Voluntary Separations	1,050	40.5%
<i>RETIREMENT</i>		
Retirement	870	33.6%
Disability Retirement	133	5.1%
Deferred Retirement	103	4.0%
Total Retirements	1,106	42.7%
<i>UNDEFINED SEPARATIONS</i>	28	1.1%
TOTAL SEPARATIONS	2,590	100.0%



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 97% of all non-career appointments at the end of FY 2006. An increase in separations occurred in fiscal years 1997, 2002 and 2003 due to early retirement programs.

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-25-2005 TO PAY PERIOD ENDING SEP-23-2006

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	19	26	6	0	51	85	0	11	1	0	97	-46
ATTORNEY GENERAL	29	0	1	0	30	35	0	2	1	0	38	-8
AUDITOR GENERAL	2	4	0	0	6	11	0	0	0	0	11	-5
CAREER DEVELOPMENT	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL RIGHTS	0	0	0	0	0	11	0	0	0	0	11	-11
CIVIL SERVICE	7	2	0	0	9	8	0	0	0	0	8	1
COMMUNITY HEALTH	227	65	29	1	322	356	0	6	21	2	385	-63
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	5	0	0	0	0	5	-5
CORRECTIONS	587	21	14	6	628	917	0	0	29	0	946	-318
EDUCATION	26	0	0	0	26	27	0	0	0	0	27	-1
ENVIRONMENTAL QUALITY	41	16	0	0	57	74	0	0	2	0	76	-19
EXECUTIVE OFFICE	2	6	0	0	8	8	0	0	0	0	8	0
HISTORY ARTS AND LIBRARIES	2	37	12	0	51	18	0	0	0	0	18	33
HUMAN SERVICES	314	10	46	0	370	460	0	0	63	3	526	-156
INFORMATION TECHNOLOGY	109	28	1	0	138	85	0	0	4	0	89	49
LABOR & ECONOMIC GROWTH	180	43	5	1	229	241	1	16	20	1	279	-50
MANAGEMENT & BUDGET	38	33	0	0	71	100	0	0	2	0	102	-31
MILITARY AFFAIRS	37	43	20	0	100	84	0	0	9	0	93	7
NATURAL RESOURCES	75	948	237	0	1,260	795	18	0	0	2	815	445
STATE	7	44	3	0	54	145	0	0	5	0	150	-96
STATE POLICE	19	6	2	0	27	58	0	1	2	0	61	-34
TRANSPORTATION	107	209	20	0	336	357	2	0	10	2	371	-35
TREASURY	96	22	1	1	120	105	0	0	7	1	113	7
STATEWIDE TOTALS	1,924	1,563	397	9	3,893	3,986	21	36	176	11	4,230	-337

NOTE: This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. It reflects status codes waived rights final, departure final, and retirement final for separations. Action reasons layoff medical, layoff RIF, and layoff seasonal are used for layoffs. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE HWF35
 REPORT SEQUENCE: HRS_DEPT_CD_DESC
 TABLES USED: HRM_APPT_DEPART

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2006**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2006**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06	52,259	2,590	5.0%

* Turnover Figures for 1977-78 are not available.

Note: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 97% of all non-career appointments at the end of FY 2006. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87 waived rights leaves of absence were counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Early retirement programs were offered in fiscal years 1983-84, 1987-88, 1988-89, 1991-92, 1996-97, 2001-02 and 2002-03 increasing turnover in each of those fiscal years. Of the 2,590 turnover separations during fiscal year 2005-06, 1,106 (43%) were retirements and 705 (27%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2001-02 Through 2005-06

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Agriculture			
2001-02	702	42	6.0%
2002-03	635	110	17.3%
2003-04	687	87	12.7%
2004-05	641	101	15.8%
2004-06	575	95	16.5%
Attorney General			
2001-02	538	32	6.0%
2002-03	474	54	11.4%
2003-04	489	36	7.4%
2004-05	524	32	6.1%
2004-06	528	33	6.3%
Auditor General			
2001-02	176	8	4.6%
2002-03	157	13	8.3%
2003-04	150	10	6.7%
2004-05	143	4	2.8%
2005-06	142	8	5.6%
Career Development			
2001-02	1,079	88	8.2%
2002-03	911	167	18.3%
2003-04	901	46	5.1%
2004-05	34	6	17.6%
2004-06	--	--	--
Civil Rights			
2001-02	164	14	8.5%
2002-03	135	42	31.1%
2003-04	133	13	9.8%
2004-05	131	7	5.3%
2005-06	127	7	5.5%
Civil Service			
2001-02	200	20	10.0%
2002-03	176	23	13.1%
2003-04	189	8	4.2%
2004-05	210	7	3.3%
2005-06	210	7	3.3%
Community Health			
2001-02	5,370	847	15.8%
2002-03	4,465	970	21.7%
2003-04	4,576	505	11.0%
2004-05	4,424	503	11.4%
2005-06	4,241	294	6.9%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2001-02 Through 2005-06

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Consumer and Industry Services			
2001-02	3,735	470	12.6%
2002-03	3,186	806	25.3%
2003-04	3,170	190	6.0%
2004-05	209	12	5.7%
2005-06	--	--	--
Corrections			
2001-02	17,821	1,180	6.6%
2002-03	17,222	1,284	7.5%
2003-04	16,781	919	5.5%
2004-05	16,543	870	5.3%
2005-06	16,446	856	5.2%
Education			
2001-02	393	48	12.2%
2002-03	298	68	22.8%
2003-04	324	21	6.5%
2004-05	352	20	5.7%
2005-06	367	26	7.1%
Environmental Quality			
2001-02	1,567	100	6.4%
2002-03	1,370	141	10.3%
2003-04	1,444	80	5.5%
2004-05	1,419	48	3.4%
2005-06	1,430	36	2.5%
Executive Office			
2001-02	58	10	17.2%
2002-03	51	19	37.3%
2003-04	49	7	14.3%
2004-05	45	2	4.4%
2005-06	44	5	11.4%
History Arts and Libraries			
2001-02 ¹	295	31	10.5%
2002-03	287	48	16.7%
2003-04	272	43	15.8%
2004-05	203	8	3.9%
2005-06	200	6	3.0%
Human Services			
2001-02	12,554	1,450	11.6%
2002-03	10,303	2,246	21.8%
2003-04	10,104	461	4.6%
2004-05	9,953	434	4.4%
2005-06	9,778	462	4.7%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2001-02 Through 2005-06

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Information Technology			
2001-02	--	--	--
2002-03	1,730	242	14.0%
2003-04	1,721	86	5.0%
2004-05	1,675	65	3.9%
2005-06	1,690	62	3.7%
Labor and Economic Growth			
2001-02	--	--	--
2002-03	--	--	--
2003-04 ²	55	4	7.3%
2004-05	3,751	155	4.1%
2005-06	4,128	208	5.0%
Management and Budget			
2001-02	1,851	207	11.2%
2002-03	1,306	189	14.5%
2003-04	1,277	68	5.3%
2004-05	967	40	4.1%
2005-06	967	44	4.6%
Military and Veterans Affairs			
2001-02	962	94	9.8%
2002-03	919	131	14.3%
2003-04	943	52	5.5%
2004-05	928	50	5.4%
2005-06	924	67	7.2%
Natural Resources			
2001-02	2,446	661	27.0%
2002-03	2,265	923	40.8%
2003-04	2,327	550	23.6%
2004-05	1,669	107	6.4%
2005-06	1,657	68	4.1%
State			
2001-02	2,095	212	10.1%
2002-03	1,836	260	14.2%
2003-04	1,852	105	5.7%
2004-05	1,705	67	3.9%
2005-06	1,672	67	4.0%
State Police			
2001-02	3,164	177	5.6%
2002-03	2,800	293	10.5%
2003-04	2,661	150	5.6%
2004-05	2,704	97	3.6%
2005-06	2,690	57	2.1%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 2001-02 Through 2005-06

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
Transportation			
2001-02	3,185	320	10.0%
2002-03	2,826	574	20.3%
2003-04	2,956	203	6.9%
2004-05	2,849	90	3.2%
2005-06	2,880	103	3.6%
Treasury			
2001-02	1,793	203	11.3%
2002-03	1,514	242	16.0%
2003-04	1,512	83	5.5%
2004-05	1,535	114	7.4%
2005-06	1,564	79	5.1%
Statewide Total			
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%
2005-06 ³	52,260	2,590	5.0%

¹ The Department of History Arts and Libraries was created by Act 63 of 2001.

² The Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

³ In FY 2003-04 and FY 2004-05, adjustments of 6 and 13 departures respectively have been added to both separations total columns for final departures from Biologic Products Institute no longer listed on this report. MBPI was sold to the private firm "BioPort" in September 1998.

Note: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 97% of all non-career appointments at the end of FY 2006. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

Early retirement programs were offered in Fiscal Years 2002 and 2003 causing an increase in turnover during those years.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

STATEWIDE EMPLOYEES BY EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total	
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	
01	Official/ Administrator	739	50%	474	32%	104	7%	106	7%	10	1%	6	0%	14	1%	9	1%	14	1%	10	1%	1	0%	2	0%	882	607
02	Professional	6,812	34%	7,994	40%	942	5%	2,911	15%	48	0%	78	0%	181	1%	264	1%	209	1%	230	1%	50	0%	40	0%	8,242	11,517
03	Technician	1,479	52%	903	32%	98	3%	186	7%	13	0%	6	0%	40	1%	27	1%	26	1%	16	1%	20	1%	10	0%	1,676	1,148
04	Protective Service	8,858	69%	1,605	13%	986	8%	686	5%	238	2%	36	0%	253	2%	59	0%	33	0%	6	0%	10	0%	8	0%	10,378	2,400
05	Para- Professionals	995	15%	3,315	50%	370	6%	1,476	22%	11	0%	43	1%	61	1%	241	4%	14	0%	28	0%	7	0%	8	0%	1,458	5,111
06	Administrative Support	269	4%	4,374	72%	66	1%	1,026	17%	2	0%	60	1%	16	0%	202	3%	3	0%	33	1%	1	0%	2	0%	357	5,697
07	Skilled Craft	1,727	85%	81	4%	109	5%	10	0%	39	2%	0	0%	44	2%	5	0%	4	0%	0	0%	3	0%	0	0%	1,926	96
08	Service/ Maintenance	1,495	50%	1,041	35%	165	6%	132	4%	22	1%	16	1%	46	2%	16	1%	6	0%	7	0%	13	0%	9	0%	1,747	1,221
STATEWIDE TOTALS BY CATEGORY		22,374	41%	19,787	36%	2,840	5%	6,533	12%	383	1%	245	0%	655	1%	823	2%	309	1%	330	1%	105	0%	79	0%	26,666	27,797

State Employees Grand Total: 54,463

Note: This report includes all active classified employees in Job Categories 1 - 8.

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AGRICULTURE															
01	Official/ Administrator	11	61%	7	39%	0	0%	0	0%	0	0%	0	0%	11	7
02	Professional	182	53%	127	37%	6	2%	15	4%	1	0%	2	1%	194	149
03	Technician	35	49%	31	43%	0	0%	1	1%	0	0%	0	0%	38	34
05	Para- Professionals	6	32%	9	47%	0	0%	1	5%	0	0%	1	5%	6	13
06	Administrative Support	5	6%	67	80%	0	0%	8	10%	0	0%	3	4%	5	79
07	Skilled Craft	4	80%	0	0%	0	0%	0	0%	1	20%	0	0%	5	0
08	Service/ Maintenance	26	62%	12	29%	1	2%	0	0%	2	5%	0	0%	30	12
DEPARTMENT TOTALS BY CATEGORY:		269	46%	253	43%	7	1%	25	4%	2	0%	3	1%	289	294
Department Total:														583	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ATTORNEY GENERAL															
01	Official/ Administrator	58	71%	19	23%	2	2%	2	2%	0	0%	0	0%	60	22
02	Professional	126	51%	84	34%	14	6%	12	5%	0	0%	0	0%	144	102
03	Technician	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	1	0
04	Protective Service	15	52%	7	24%	6	21%	0	0%	1	3%	0	0%	22	7
05	Para- Professionals	3	9%	24	73%	0	0%	3	9%	0	0%	0	0%	3	30
06	Administrative Support	0	0%	110	82%	0	0%	20	15%	0	0%	3	2%	0	134
08	Service/ Maintenance	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	1	1
DEPARTMENT TOTALS BY CATEGORY:		203	39%	245	46%	23	4%	37	7%	0	0%	1	0%	231	296
Department Total:														527	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AUDITOR GENERAL															
01	Official/ Administrator	8	73%	3	27%	0	0%	0	0%	0	0%	0	0%	8	3
02	Professional	53	45%	58	49%	4	3%	3	3%	0	0%	0	0%	57	62
03	Technician	1	13%	7	88%	0	0%	0	0%	0	0%	0	0%	1	7
06	Administrative Support	0	0%	5	83%	0	0%	1	17%	0	0%	0	0%	0	6
07	Skilled Craft	1	33%	2	67%	0	0%	0	0%	0	0%	0	0%	1	2
DEPARTMENT TOTALS BY CATEGORY:		63	43%	75	51%	4	3%	4	3%	0	0%	0	0%	67	80
Department Total:														147	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL RIGHTS															
01	Official/ Administrator	4	33%	2	17%	2	17%	1	8%	0	0%	0	0%	8	4
02	Professional	11	13%	23	26%	15	17%	30	34%	0	0%	1	1%	29	59
05	Para- Professionals	0	0%	0	0%	0	0%	0	0%	1	50%	1	50%	1	1
06	Administrative Support	1	5%	7	35%	0	0%	11	55%	0	0%	0	0%	1	19
DEPARTMENT TOTALS BY CATEGORY:		16	13%	32	26%	17	14%	42	34%	0	0%	1	1%	39	83
Department Total:														122	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL SERVICE															
01	Official/ Administrator	7	35%	10	50%	2	10%	1	5%	0	0%	0	0%	9	11
02	Professional	21	21%	51	52%	3	3%	14	14%	1	1%	3	3%	25	73
03	Technician	0	0%	3	10%	0	0%	0	0%	0	0%	0	0%	0	3
05	Para- Professionals	2	10%	17	81%	0	0%	1	5%	0	0%	0	0%	3	18
06	Administrative Support	5	7%	46	66%	2	3%	11	16%	0	0%	2	3%	7	63
08	Service/ Maintenance	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0
DEPARTMENT TOTALS BY CATEGORY:		37	17%	127	59%	7	3%	27	13%	2	1%	5	2%	46	168
Department Total:														214	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
Department: COMMUNITY HEALTH																															
01	Official/ Administrator	75	39%	81	42%	11	6%	10	5%	1	1%	1	1%	0	0%	1	1%	6	3%	4	2%	0	0%	1	1%	93	98				
02	Professional	454	26%	862	49%	64	4%	221	13%	7	0%	9	1%	13	1%	13	1%	40	2%	69	4%	4	0%	8	0%	582	1,182				
03	Technician	40	16%	132	52%	11	4%	56	22%	0	0%	0	0%	3	1%	4	2%	1	0%	4	2%	2	1%	3	1%	57	199				
04	Protective Service	145	52%	44	16%	49	18%	26	9%	3	1%	1	0%	9	3%	1	0%	2	1%	0	0%	0	0%	0	0%	208	72				
05	Para- Professionals	273	25%	491	46%	98	9%	175	16%	0	0%	3	0%	10	1%	15	1%	2	0%	6	1%	2	0%	2	0%	385	692				
06	Administrative Support	11	2%	366	79%	2	0%	56	12%	0	0%	6	1%	3	1%	19	4%	0	0%	0	0%	0	0%	1	0%	16	448				
07	Skilled Craft	73	80%	3	3%	10	11%	1	1%	1	1%	0	0%	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	87	4				
08	Service/ Maintenance	66	25%	119	45%	27	10%	38	15%	0	0%	2	1%	2	1%	6	2%	0	0%	1	0%	1	0%	0	0%	96	166				
DEPARTMENT TOTALS BY CATEGORY:						1,137	26%	2,098	48%	272	6%	583	13%	12	0%	22	1%	43	1%	59	1%	51	1%	84	2%	9	0%	15	0%	1,524	2,861
Department Total: 4,385																															

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female							
Department: CORRECTIONS																															
01	Official/ Administrator	94	50%	52	28%	18	10%	15	8%	3	2%	2	1%	3	2%	0	0%	0	0%	1	1%	0	0%	0	0%	118	70				
02	Professional	1,180	40%	1,017	35%	241	8%	394	13%	13	0%	13	0%	18	1%	28	1%	10	0%	8	0%	1	0%	3	0%	1,463	1,463				
03	Technician	40	21%	106	56%	6	3%	29	15%	0	0%	0	0%	1	1%	1	1%	1	1%	2	1%	0	0%	2	1%	48	140				
04	Protective Service	6,823	68%	1,248	12%	775	8%	640	6%	195	2%	34	0%	181	2%	55	1%	21	0%	5	0%	6	0%	8	0%	8,001	1,990				
05	Para- Professionals	31	7%	351	76%	9	2%	54	12%	1	0%	6	1%	1	0%	7	2%	0	0%	2	0%	0	0%	0	0%	42	420				
06	Administrative Support	41	4%	820	75%	5	0%	178	16%	1	0%	15	1%	0	0%	29	3%	0	0%	4	0%	0	0%	0	0%	47	1,046				
07	Skilled Craft	606	89%	23	3%	25	4%	1	0%	12	2%	0	0%	9	1%	0	0%	1	0%	0	0%	1	0%	0	0%	654	24				
08	Service/ Maintenance	513	64%	161	20%	74	9%	31	4%	9	1%	1	0%	11	1%	2	0%	4	0%	0	0%	0	0%	1	0%	611	196				
DEPARTMENT TOTALS BY CATEGORY:						9,328	57%	3,778	23%	1,153	7%	1,342	8%	234	1%	71	0%	224	1%	122	1%	37	0%	22	0%	8	0%	14	0%	10,984	5,349
Department Total:																								16,333							

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EDUCATION															
01	Official/ Administrator	7	28%	15	60%	1	4%	2	8%	0	0%	0	0%	8	17
02	Professional	55	28%	124	63%	2	1%	8	4%	0	0%	2	1%	58	138
03	Technician	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
04	Protective Service	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0
05	Para- Professionals	12	24%	28	57%	2	4%	4	8%	0	0%	2	4%	14	35
06	Administrative Support	1	1%	74	89%	0	0%	5	6%	0	0%	0	0%	1	82
07	Skilled Craft	5	83%	0	0%	1	17%	0	0%	0	0%	0	0%	6	0
08	Service/ Maintenance	4	50%	3	38%	1	13%	0	0%	0	0%	0	0%	5	3
DEPARTMENT TOTALS BY CATEGORY:		87	24%	244	66%	7	2%	19	5%	0	0%	2	1%	95	275
Department Total:														370	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ENVIRONMENTAL QUALITY															
01	Official/ Administrator	17	68%	6	24%	1	4%	1	4%	0	0%	0	0%	18	7
02	Professional	611	56%	383	35%	18	2%	21	2%	3	0%	4	0%	663	426
03	Technician	79	54%	45	31%	9	6%	7	5%	0	0%	0	0%	92	55
04	Protective Service	8	53%	4	27%	3	20%	0	0%	0	0%	0	0%	11	4
05	Para- Professionals	4	10%	30	77%	0	0%	4	10%	0	0%	1	3%	4	35
06	Administrative Support	6	3%	153	85%	0	0%	14	8%	0	0%	0	0%	8	173
07	Skilled Craft	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
08	Service/ Maintenance	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
DEPARTMENT TOTALS BY CATEGORY:		727	49%	621	41%	31	2%	47	3%	3	0%	4	0%	798	700
Department Total:														1,498	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EXECUTIVE OFFICE															
01	Official/ Administrator	2	33%	3	50%	0	0%	0	0%	0	0%	0	0%	2	4
02	Professional	1	7%	8	57%	0	0%	4	29%	0	0%	0	0%	1	13
03	Technician	2	29%	4	57%	0	0%	1	14%	0	0%	0	0%	2	5
05	Para- Professionals	4	27%	8	53%	1	7%	1	7%	0	0%	0	0%	5	10
06	Administrative Support	1	17%	3	50%	0	0%	2	33%	0	0%	0	0%	1	5
DEPARTMENT TOTALS BY CATEGORY:		10	21%	26	54%	1	2%	8	17%	0	0%	0	0%	11	37
Department Total:														48	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:

White		Black		American Indian		Hispanic		Asian		Other		Total	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

Department: HISTORY ARTS AND LIBRARIES

01	Official/ Administrator	6	38%	9	56%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	6	10						
02	Professional	42	42%	53	54%	1	1%	1	1%	1	1%	0	0%	0	0%	1	1%	0	0%	44	55						
03	Technician	3	21%	7	50%	1	7%	0	0%	1	7%	0	0%	0	0%	0	0%	1	7%	6	8						
04	Protective Service	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0						
05	Para- Professionals	2	6%	24	73%	3	9%	3	9%	0	0%	0	0%	0	0%	1	3%	0	0%	5	28						
06	Administrative Support	4	17%	16	70%	0	0%	1	4%	0	0%	0	0%	0	0%	1	4%	0	0%	4	19						
07	Skilled Craft	12	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	0						
08	Service/ Maintenance	25	40%	30	48%	0	0%	0	0%	2	3%	1	2%	2	3%	0	0%	0	0%	30	33						
DEPARTMENT TOTALS BY CATEGORY:		97	37%	139	53%	5	2%	6	2%	4	2%	1	0%	2	1%	3	1%	0	0%	1	0%	2	1%	3	1%	110	153

Department Total: 263

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: HUMAN SERVICES															
01	Official/ Administrator	71	36%	60	30%	24	12%	35	18%	2	1%	0	0%	100	97
02	Professional	1,084	18%	2,830	47%	222	4%	1,659	27%	5	0%	25	0%	1,382	4,692
03	Technician	19	17%	67	61%	5	5%	15	14%	0	0%	2	2%	25	85
04	Protective Service	15	54%	3	11%	9	32%	0	0%	0	0%	0	0%	25	3
05	Para- Professionals	250	13%	884	44%	149	7%	540	27%	5	0%	16	1%	434	1,554
06	Administrative Support	47	3%	830	61%	28	2%	374	28%	0	0%	12	1%	80	1,270
07	Skilled Craft	29	81%	0	0%	5	14%	0	0%	1	3%	0	0%	36	0
08	Service/ Maintenance	29	56%	7	13%	11	21%	3	6%	0	0%	0	0%	42	10
DEPARTMENT TOTALS BY CATEGORY:		1,544	16%	4,681	48%	453	5%	2,626	27%	12	0%	55	1%	2,124	7,711
Department Total:														9,835	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: INFORMATION TECHNOLOGY															
01	Official/ Administrator	54	63%	26	30%	1	1%	1	1%	0	0%	0	0%	57	29
02	Professional	597	49%	351	29%	52	4%	50	4%	2	0%	2	0%	752	460
03	Technician	188	54%	94	27%	12	3%	20	6%	2	1%	0	0%	221	124
05	Para- Professionals	1	8%	8	62%	0	0%	2	15%	0	0%	0	0%	1	12
06	Administrative Support	4	5%	59	77%	1	1%	9	12%	0	0%	0	0%	5	72
07	Skilled Craft	19	83%	1	4%	1	4%	0	0%	0	0%	0	0%	22	1
08	Service/ Maintenance	8	89%	1	11%	0	0%	0	0%	0	0%	0	0%	8	1
DEPARTMENT TOTALS BY CATEGORY:		871	49%	540	31%	67	4%	82	5%	4	0%	2	0%	1,066	699
Department Total:														1,765	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: LABOR & ECONOMIC GROWTH															
01	Official/ Administrator	69	43%	50	31%	14	9%	22	14%	0	0%	1	1%	1	1%
02	Professional	633	34%	742	40%	136	7%	270	14%	0	0%	9	0%	19	1%
03	Technician	197	61%	74	23%	14	4%	13	4%	3	1%	2	1%	7	2%
04	Protective Service	28	88%	2	6%	1	3%	0	0%	0	0%	0	0%	0	0%
05	Para- Professionals	136	14%	358	37%	66	7%	338	35%	1	0%	3	0%	13	1%
06	Administrative Support	15	2%	501	71%	6	1%	145	21%	0	0%	7	1%	0	0%
07	Skilled Craft	15	60%	0	0%	4	16%	2	8%	1	4%	0	0%	2	8%
08	Service/ Maintenance	19	41%	13	28%	4	9%	5	11%	1	2%	0	0%	4	9%
DEPARTMENT TOTALS BY CATEGORY:		1,112	27%	1,740	42%	245	6%	795	19%	7	0%	22	1%	46	1%
														21	1%
														38	1%
														3	0%
														6	0%
														1,434	2,687
														Department Total: 4,121	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MANAGEMENT & BUDGET															
01	Official/ Administrator	39	47%	29	35%	4	5%	2	2%	0	0%	1	1%	2	2%
02	Professional	168	39%	197	46%	16	4%	24	6%	0	0%	1	0%	4	1%
03	Technician	34	52%	26	40%	1	2%	0	0%	1	2%	2	3%	0	0%
04	Protective Service	2	33%	3	50%	1	17%	0	0%	0	0%	0	0%	0	0%
05	Para- Professionals	30	21%	100	71%	0	0%	6	4%	0	0%	1	1%	0	0%
06	Administrative Support	4	4%	78	75%	1	1%	15	14%	0	0%	4	4%	0	0%
07	Skilled Craft	163	83%	7	4%	11	6%	1	1%	2	1%	0	0%	10	5%
08	Service/ Maintenance	130	58%	60	27%	16	7%	4	2%	1	0%	0	0%	12	5%
DEPARTMENT TOTALS BY CATEGORY:		570	46%	500	40%	50	4%	52	4%	3	0%	4	0%	30	2%
														Department Total:	
														1,252	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MILITARY AFFAIRS															
01	Official/ Administrator	11	65%	4	24%	2	12%	0	0%	0	0%	0	0%	13	4
02	Professional	59	36%	91	55%	3	2%	9	5%	0	0%	1	1%	62	103
03	Technician	30	19%	104	65%	0	0%	16	10%	1	1%	1	1%	34	125
04	Protective Service	32	94%	0	0%	0	0%	0	0%	2	6%	0	0%	34	0
05	Para- Professionals	56	17%	149	46%	15	5%	84	26%	2	1%	1	0%	77	245
06	Administrative Support	0	0%	43	80%	0	0%	9	17%	0	0%	1	2%	0	54
07	Skilled Craft	100	90%	2	2%	4	4%	0	0%	2	2%	0	0%	109	2
08	Service/ Maintenance	61	57%	29	27%	7	7%	3	3%	0	0%	1	1%	72	35
DEPARTMENT TOTALS BY CATEGORY:		349	36%	422	44%	31	3%	121	12%	5	1%	4	0%	401	568
Department Total:														969	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:

White		Black		American Indian		Hispanic		Asian		Other		Total	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

Department: NATURAL RESOURCES

01	Official/ Administrator	30	59%	17	33%	3	6%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	34	17								
02	Professional	306	63%	146	30%	4	1%	9	2%	5	1%	1	0%	3	1%	2	0%	4	1%	2	0%	0	0%	322	160						
03	Technician	233	83%	40	14%	4	1%	0	0%	2	1%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	239	41						
04	Protective Service	471	78%	92	15%	11	2%	4	1%	10	2%	1	0%	11	2%	0	0%	3	0%	0	0%	4	1%	510	97						
05	Para- Professionals	13	25%	31	61%	1	2%	4	8%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	14	37						
06	Administrative Support	4	2%	175	91%	0	0%	5	3%	0	0%	2	1%	1	1%	5	3%	0	0%	0	0%	0	0%	5	187						
07	Skilled Craft	74	97%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	75	1						
08	Service/ Maintenance	508	51%	444	45%	10	1%	4	0%	2	0%	4	0%	4	0%	2	0%	1	0%	3	0%	10	1%	535	461						
DEPARTMENT TOTALS BY CATEGORY:						1,639	60%	946	35%	33	1%	26	1%	20	1%	8	0%	19	1%	12	0%	9	0%	5	0%	14	1%	4	0%	1,734	1,001

Department Total: 2,735

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE															
01	Official/ Administrator	27	47%	18	32%	2	4%	5	9%	1	2%	0	0%	32	25
02	Professional	90	37%	92	38%	13	5%	32	13%	1	0%	1	0%	111	132
03	Technician	10	50%	8	40%	0	0%	1	5%	0	0%	0	0%	10	10
05	Para- Professionals	62	6%	616	64%	17	2%	209	22%	4	0%	41	4%	85	884
06	Administrative Support	34	10%	236	67%	7	2%	44	13%	1	0%	3	1%	44	306
07	Skilled Craft	10	67%	4	27%	1	7%	0	0%	0	0%	0	0%	11	4
08	Service/ Maintenance	15	10%	88	61%	4	3%	32	22%	1	1%	0	0%	20	124
DEPARTMENT TOTALS BY CATEGORY:		248	14%	1,062	59%	44	2%	323	18%	4	0%	15	1%	313	1,485
Department Total:														1,798	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE POLICE															
01	Official/ Administrator	33	70%	10	21%	2	4%	1	2%	0	0%	0	0%	36	11
02	Professional	242	52%	170	36%	23	5%	11	2%	3	1%	3	1%	275	193
03	Technician	27	56%	17	35%	1	2%	2	4%	0	0%	0	0%	29	19
04	Protective Service	1,314	75%	202	12%	131	7%	16	1%	29	2%	0	0%	1,529	222
05	Para- Professionals	12	16%	48	66%	1	1%	10	14%	0	0%	2	3%	13	60
06	Administrative Support	38	14%	201	76%	1	0%	17	6%	0	0%	3	1%	39	225
07	Skilled Craft	17	10%	0	0%	0	0%	0	0%	0	0%	0	0%	17	0
08	Service/ Maintenance	11	35%	13	42%	2	6%	2	6%	0	0%	1	3%	13	18
DEPARTMENT TOTALS BY CATEGORY:		1,694	63%	661	24%	161	6%	59	2%	32	1%	7	0%	1,951	748
Department Total:														2,699	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TRANSPORTATION															
01	Official/ Administrator	58	63%	20	22%	8	9%	4	4%	2	2%	0	0%	0	0%
02	Professional	612	56%	308	28%	49	5%	46	4%	4	0%	0	0%	18	2%
03	Technician	527	71%	119	16%	33	4%	20	3%	4	1%	0	0%	18	2%
05	Para- Professionals	77	54%	50	35%	4	3%	6	4%	1	1%	1	1%	2	1%
06	Administrative Support	3	1%	195	83%	3	1%	26	11%	0	0%	3	1%	0	0%
07	Skilled Craft	598	83%	37	5%	47	6%	4	1%	21	3%	0	0%	15	2%
08	Service/ Maintenance	69	44%	56	36%	7	4%	9	6%	5	3%	7	4%	3	2%
DEPARTMENT TOTALS BY CATEGORY:		1,944	61%	785	25%	151	5%	115	4%	37	1%	11	0%	56	2%
														Department Total:	
														3,177	

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
Department: TREASURY																													
01	Official/ Administrator	58	55%	33	31%	7	7%	3	3%	0	0%	1	1%	2	2%	1	1%	1	1%	0	0%	0	0%	0	0%	0	0%	68	38
02	Professional	285	38%	277	37%	56	7%	78	10%	2	0%	1	0%	10	1%	12	2%	17	2%	11	1%	0	0%	1	0%	0	0%	370	380
03	Technician	13	34%	19	50%	0	0%	5	13%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	14	24
05	Para- Professionals	21	14%	89	59%	4	3%	31	20%	0	0%	0	0%	1	1%	5	3%	1	1%	0	0%	0	0%	0	0%	0	0%	27	125
06	Administrative Support	45	8%	389	69%	10	2%	75	13%	0	0%	5	1%	4	1%	25	4%	1	0%	6	1%	0	0%	0	0%	0	0%	60	500
07	Skilled Craft	0	0%	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	3
08	Service/ Maintenance	7	54%	4	31%	1	8%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	5
DEPARTMENT TOTALS BY CATEGORY:		429	26%	812	50%	78	5%	194	12%	2	0%	7	0%	17	1%	44	3%	21	1%	17	1%	0	0%	1	0%	0	0%	547	1,075
Department Total: 1,622																													

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: September 23, 2006

EEO CODE/CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total			
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
STATEWIDE TOTALS BY CATEGORY:	22,374	41%	19,787	36%	2,840	5%	6,533	12%	383	1%	245	0%	655	1%	823	2%	309	1%	330	1%	105	0%	79	0%	26,666		27,797	

State Employees Grand Total: 54,463

Note: This report includes all active classified employees in Job Categories 1 - 8.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEPTEMBER 23, 2006**

DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN/ ALASKAN NATIVE				HISPANIC				ASIAN/ PACIFIC ISLANDERS				NOT DISCLOSED				FEMALE		MINORITY		GRAND TOTAL
	MALE No.	%	FEMALE No.	%	MALE No.	%	FEMALE No.	%	MALE No.	%	FEMALE No.	%	MALE No.	%	FEMALE No.	%	MALE No.	%	FEMALE No.	%	MALE No.	%	FEMALE No.	%	No.	%	No.	%	
AGRICULTURE	268	46.0	253	43.5	7	1.2	25	4.3	2	0.3	3	0.5	5	0.9	6	1.0	4	0.7	5	0.9	2	0.3	2	0.3	294	50.5	57	9.8	582
ATTORNEY GENERAL	203	38.5	245	46.5	23	4.4	37	7.0	0	0.0	1	0.2	3	0.6	9	1.7	1	0.2	2	0.4	1	0.2	2	0.4	296	56.2	76	14.4	527
AUDITOR GENERAL	63	42.9	75	51.0	4	2.7	4	2.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0	80	54.4	9	6.1	147
CIVIL RIGHTS	16	13.1	32	26.2	17	13.9	42	34.4	0	0.0	1	0.8	5	4.1	6	4.9	1	0.8	2	1.6	0	0.0	0	0.0	83	68.0	74	60.7	122
CIVIL SERVICE	37	17.3	127	59.3	7	3.3	27	12.6	2	0.9	5	2.3	0	0.0	5	2.3	0	0.0	4	1.9	0	0.0	0	0.0	168	78.5	50	23.4	214
COMMUNITY HEALTH	1,129	25.9	2,093	47.9	272	6.2	579	13.3	12	0.3	22	0.5	41	0.9	59	1.4	51	1.2	84	1.9	9	0.2	15	0.3	2,852	65.3	1,120	25.7	4,366
CORRECTIONS	9,292	57.1	3,762	23.1	1,149	7.1	1,340	8.2	234	1.4	71	0.4	222	1.4	122	0.7	36	0.2	22	0.1	8	0.0	13	0.1	5,330	32.8	3,196	19.6	16,271
EDUCATION	87	23.5	244	65.9	7	1.9	19	5.1	0	0.0	2	0.5	1	0.3	9	2.4	0	0.0	1	0.3	0	0.0	0	0.0	275	74.3	39	10.5	370
ENVIRONMENTAL QUALITY	727	48.5	621	41.5	31	2.1	47	3.1	3	0.2	4	0.3	12	0.8	10	0.7	24	1.6	18	1.2	1	0.1	0	0.0	700	46.7	149	9.9	1,498
EXECUTIVE OFFICE	10	20.8	26	54.2	1	2.1	8	16.7	0	0.0	0	0.0	0	0.0	2	4.2	0	0.0	0	0.0	0	0.0	1	2.1	37	77.1	11	22.9	48
HISTORY ARTS AND LIBRARIES	97	36.9	139	52.9	5	1.9	6	2.3	4	1.5	1	0.4	2	0.8	3	1.1	0	0.0	1	0.4	2	0.8	3	1.1	153	58.2	22	8.4	263
HUMAN SERVICES	1,538	15.7	4,681	47.7	450	4.6	2,623	26.7	12	0.1	55	0.6	91	0.9	303	3.1	24	0.2	45	0.5	0	0.0	0	0.0	7,707	78.5	3,603	36.7	9,822
INFORMATION TECHNOLOGY	870	49.3	540	30.6	67	3.8	82	4.6	4	0.2	2	0.1	19	1.1	22	1.2	49	2.8	34	1.9	56	3.2	19	1.1	699	39.6	279	15.8	1,764
LABOR & ECONOMIC GROWTH	1,188	27.3	1,860	42.7	248	5.7	815	18.7	8	0.2	23	0.5	49	1.1	87	2.0	24	0.6	40	0.9	3	0.1	6	0.1	2,831	65.1	1,294	29.7	4,351
MANAGEMENT & BUDGET	494	48.3	380	37.2	47	4.6	32	3.1	2	0.2	3	0.3	27	2.6	10	1.0	8	0.8	3	0.3	8	0.8	8	0.8	436	42.7	132	12.9	1,022
MILITARY AFFAIRS	348	36.0	421	43.6	31	3.2	120	12.4	5	0.5	4	0.4	14	1.4	15	1.6	1	0.1	5	0.5	1	0.1	1	0.1	566	58.6	195	20.2	966
NATURAL RESOURCES	1,638	60.0	944	34.6	33	1.2	26	1.0	20	0.7	8	0.3	19	0.7	12	0.4	9	0.3	5	0.2	14	0.5	4	0.1	999	36.6	132	4.8	2,732
STATE	248	13.8	1,062	59.1	44	2.4	323	18.0	4	0.2	15	0.8	11	0.6	64	3.6	6	0.3	18	1.0	0	0.0	3	0.2	1,485	82.6	485	27.0	1,798
STATE POLICE	1,687	62.7	660	24.5	161	6.0	59	2.2	32	1.2	7	0.3	57	2.1	17	0.6	7	0.3	4	0.1	0	0.0	0	0.0	747	27.8	344	12.8	2,691
TRANSPORTATION	1,940	61.2	784	24.7	151	4.8	115	3.6	37	1.2	11	0.3	56	1.8	18	0.6	42	1.3	18	0.6	0	0.0	0	0.0	946	29.8	448	14.1	3,172
TREASURY	428	26.4	812	50.1	78	4.8	194	12.0	2	0.1	7	0.4	17	1.0	44	2.7	21	1.3	17	1.0	0	0.0	1	0.1	1,075	66.3	380	23.4	1,621
TOTALS & PERCENTS	22,308	41.0	19,761	36.4	2,833	5.2	6,523	12.0	383	0.7	245	0.5	651	1.2	823	1.5	308	0.6	329	0.6	105	0.2	78	0.1	27,759	51.1	12,095	22.3	54,347

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY STATEWIDE

Pay Period Ending: September 23, 2006

EEO CODE/	White		Black		Hispanic		Asian		American Indian		Other		Total	
Category	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Males	Female
01 OFFICIALS AND ADMINISTRATORS	53 62%	23 27%	5 0%	5 6%	0 0%	0 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	58	28
02 PROFESSIONALS	320 46%	269 38%	20 1%	69 10%	7 1%	7 3%	5 1%	1 0%	0 0%	5 1%	0 0%	0 0%	352	351
03 TECHNICIANS	44 66%	14 21%	1 1%	4 6%	0 0%	1 1%	2 3%	0 0%	0 0%	1 1%	0 0%	0 0%	47	20
04 PROTECTIVE SERVICE WORKERS	178 74%	28 12%	12 0%	13 5%	2 1%	0 5%	2 1%	0 0%	1 0%	3 1%	0 0%	0 0%	195	44
05 PARAPROFESSIONALS	69 25%	145 53%	14 1%	36 13%	2 1%	4 5%	1 0%	0 0%	1 0%	3 1%	0 0%	0 0%	87	188
06 OFFICE AND CLERICAL	31 10%	216 70%	5 3%	41 13%	2 1%	8 2%	0 0%	0 0%	0 0%	5 2%	0 0%	0 0%	38	270
07 SKILLED CRAFT WORKERS	60 88%	2 3%	2 1%	0 0%	2 3%	1 3%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	65	3
08 SERVICE MAINTENANCE	49 73%	11 16%	4 0%	0 0%	2 3%	0 6%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	56	11
STATEWIDE TOTALS	804 44%	708 39%	63 1%	168 9%	17 1%	21 3%	10 1%	1 0%	4 0%	17 1%	0 0%	0 0%	898	915

State Employees Grand Total: 1,813

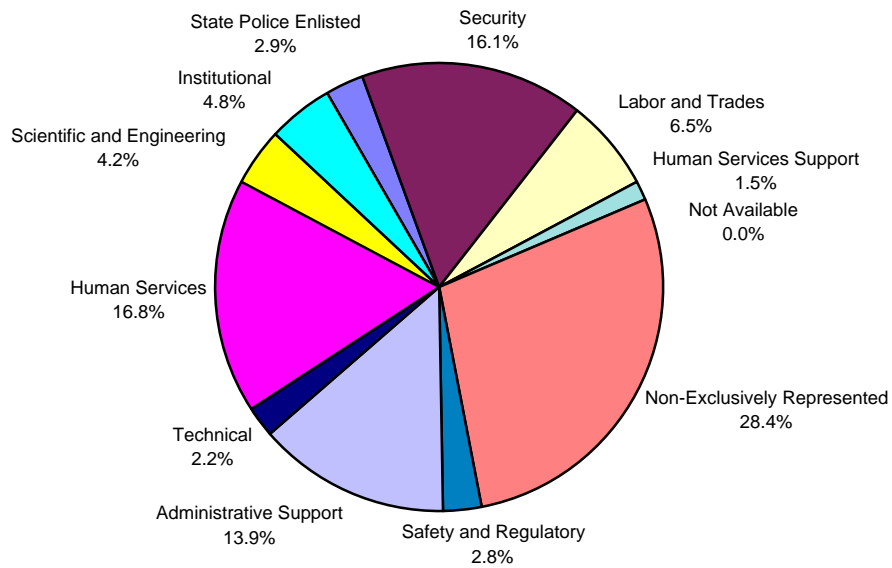
Note: This report includes all active classified employees in Job Categories 1 - 8.

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

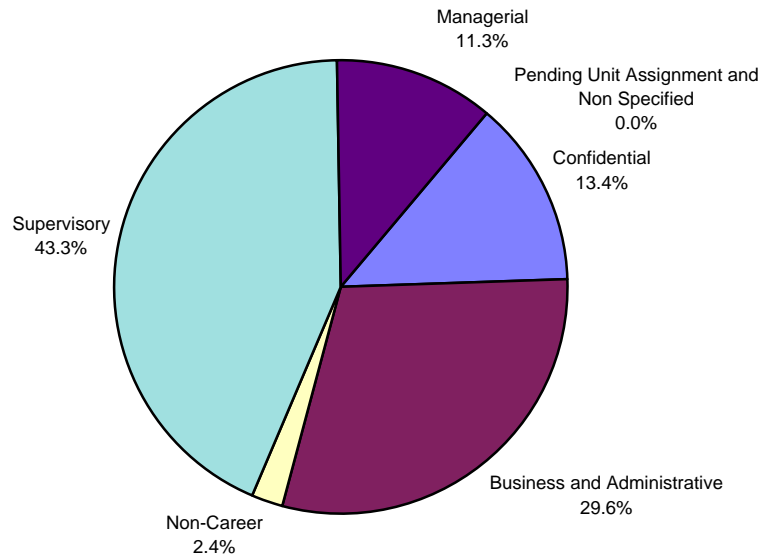
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
2005-06**

Graph 5-1



(54,347 Employees)

**Non-Exclusively Represented
15,408 Employees**



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-23-06.

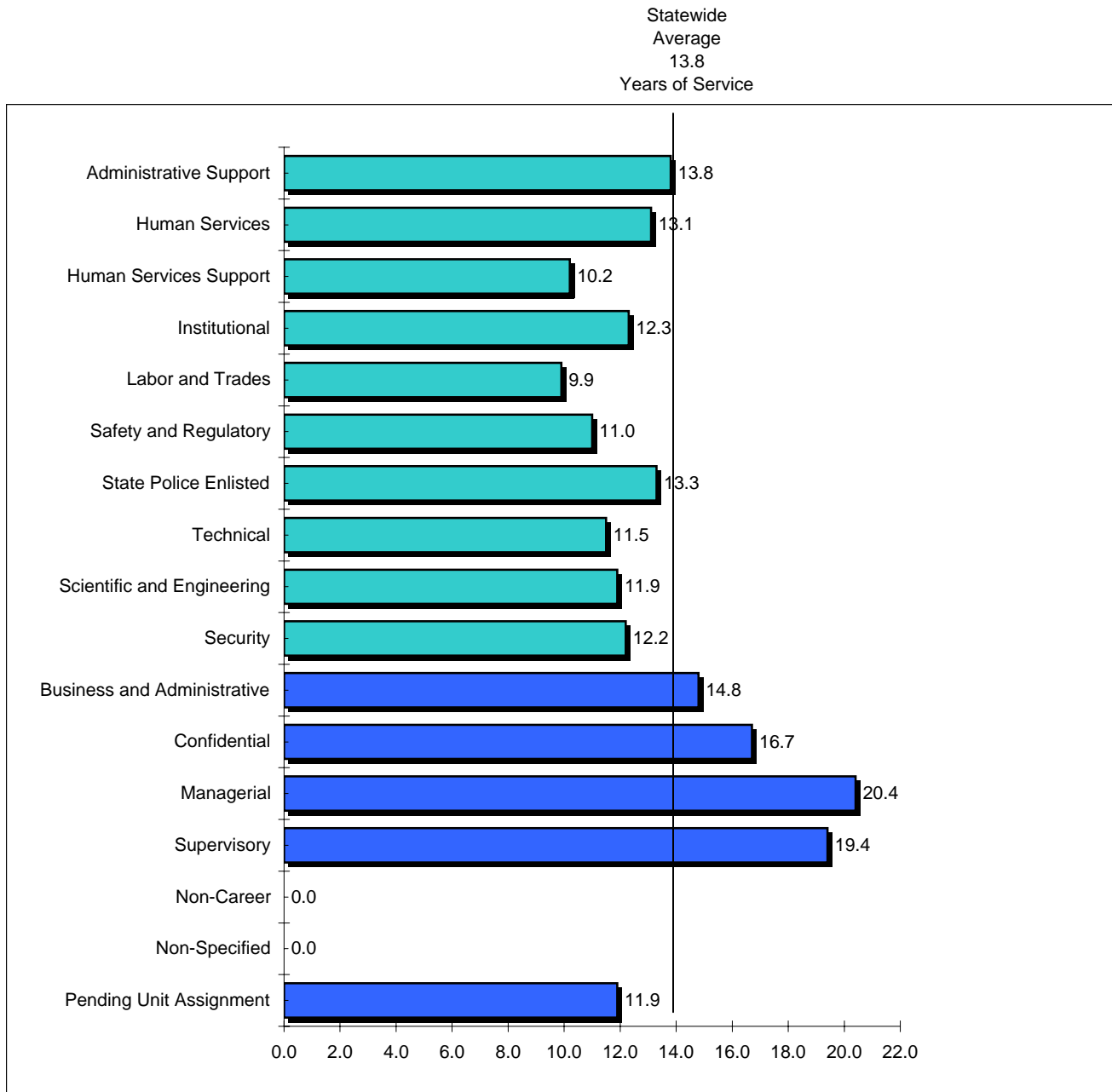
Comment: Of the 54,347 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

EMPLOYEE ORGANIZATION MEMBERSHIP DUES BY BARGAINING UNIT **PAY PERIOD ENDING SEPTEMBER 23, 2006**

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	MSEA EMPLS	PCT	UAW LOCAL 6000 EMPLS	PCT	MCO, SEIU LOCAL 526M EMPLS	PCT	HSS, SEIU LOCAL 517M EMPLS	PCT	S & E, SEIU LOCAL 517M EMPLS	PCT	TECH, SEIU LOCAL 517M EMPLS	PCT	MSPTA EMPLS	PCT	AFSCME COUNCIL 25 EMPLS	PCT
A02 SAFETY & REGULATORY	1,497	1,293	86.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,519	3,120	88.7	2	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	8,777	0	0.0	1	0.0	8,519	97.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	812	0	0.0	0	0.0	0	0.0	777	95.7	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,282	0	0.0	0	0.0	0	0.0	0	0.0	2,212	96.9	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,194	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,123	94.1	0	0.0	0	0.0
N/A UNAVAILABLE	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,550	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,540	99.4	0	0.0
U11 INSTITUTIONAL	2,602	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,520	96.8
W22 HUMAN SERVICES	9,131	1	0.0	8,643	94.7	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,574	0	0.0	6,885	90.9	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,556	0	0.0	4	0.1	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,675	0	0.0	12	0.2	6	0.1	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	365	1	0.3	1	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,734	0	0.0	1	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,071	1	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	38,939	4,414	11.3	15,531	39.9	8,519	21.9	779	2.0	2,212	5.7	1,125	2.9	1,540	4.0	2,521	6.5
NON-EXCLUSIVELY REPRESENTED TOTAL	15,408	2	0.0	20	0.1	6	0.0	0	0.0	5	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTALS	54,347	4,416	8.1	15,551	28.6	8,525	15.7	779	1.4	2,217	4.1	1,125	2.1	1,540	2.8	2,521	4.6

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only paying membership dues to exclusive representative organizations only.

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT Fiscal Year 2005-06



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-23-06.

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	322	121	20	9	2	1	10	1	3	0	6	1	363	133	1	0
6 - 10 YEARS	241	55	13	18	5	3	3	1	3	0	0	0	265	77	1	0
11- 15 YEARS	143	29	9	14	1	2	4	0	1	0	0	0	158	45	1	1
16 - 20 YEARS	136	36	17	27	3	2	7	2	2	0	0	0	165	67	7	3
21 - 25 YEARS	47	17	9	9	4	0	2	1	0	0	0	0	62	27	3	1
26 - 30 YEARS	57	17	8	16	1	0	2	0	0	0	0	0	68	33	2	1
31 - 35 YEARS	10	8	2	5	1	0	1	0	0	0	0	0	14	13	1	2
36 - 40 YEARS	6	1	0	0	0	0	0	0	0	0	0	0	6	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	962	284	78	98	17	8	29	5	9	0	6	1	1,101	396	18	8
MORE THAN 10 YEARS	399	108	45	71	10	4	16	3	3	0	0	0	473	186	16	8
AVERAGE YEARS	10.4	10.0	13.7	16.8	15.8	10.8	12.5	15.2	8.7	0.0	0.7	0.0	10.7	11.8	21.4	23.1
BARGAINING UNIT AVERAGE YEARS	11.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	973	445	36	7	10	4	15	2	1	3	14	5	1,049	466	6	1
6 - 10 YEARS	521	56	32	4	7	1	8	0	0	1	0	0	568	62	2	0
11- 15 YEARS	257	28	17	2	7	1	7	1	0	0	0	0	288	32	11	1
16 - 20 YEARS	343	26	39	6	8	0	10	1	3	0	0	0	403	33	29	2
21 - 25 YEARS	157	19	21	4	3	0	6	2	0	0	0	0	187	25	17	0
26 - 30 YEARS	217	25	18	3	5	0	11	2	0	0	0	0	251	30	26	1
31 - 35 YEARS	82	4	5	2	5	0	10	1	0	0	0	0	102	7	6	2
36 - 40 YEARS	12	1	1	0	0	0	0	0	0	0	0	0	13	1	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	2,564	604	169	28	45	6	67	9	4	4	14	5	2,863	656	98	8
MORE THAN 10 YEARS	1,070	103	101	17	28	1	44	7	3	0	0	0	1,246	128	90	7
AVERAGE YEARS	10.7	4.3	14.3	14.7	15.0	3.5	16.7	18.0	13.5	1.8	0.5	0.0	11.0	4.9	20.5	21.6
BARGAINING UNIT AVERAGE YEARS	9.9															

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	647	210	95	134	21	5	17	13	4	3	6	7	790	372	4	2
6 - 10 YEARS	1,939	381	191	171	48	8	60	20	4	1	0	0	2,242	581	2	2
11- 15 YEARS	1,117	206	108	78	39	5	38	7	3	0	0	0	1,305	296	8	2
16 - 20 YEARS	1,793	224	179	129	51	6	42	3	5	0	0	0	2,070	362	69	15
21 - 25 YEARS	365	39	68	45	11	3	9	1	0	0	0	0	453	88	23	7
26 - 30 YEARS	142	14	24	7	1	0	1	1	0	0	0	0	168	22	5	0
31 - 35 YEARS	22	1	3	0	0	0	0	0	0	0	0	0	25	1	1	0
36 - 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	6,026	1,075	669	564	171	27	167	45	16	4	6	7	7,055	1,722	112	28
MORE THAN 10 YEARS	3,440	484	383	259	102	14	90	12	8	0	0	0	4,023	769	106	24
AVERAGE YEARS	12.6	10.7	13.0	11.0	12.3	11.4	11.6	8.4	10.6	2.8	2.2	2.0	12.6	10.7	18.5	17.2
BARGAINING UNIT AVERAGE YEARS	12.2															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	54	130	38	192	0	2	7	13	2	4	3	3	104	344	3	2
6 - 10 YEARS	15	16	8	12	0	2	1	6	1	2	0	0	25	38	3	0
11- 15 YEARS	15	33	5	27	0	0	1	6	0	0	0	0	21	66	6	4
16 - 20 YEARS	13	30	7	22	0	1	2	7	0	1	0	0	22	61	7	10
21 - 25 YEARS	4	20	1	10	0	0	0	0	0	0	0	0	5	30	1	1
26 - 30 YEARS	5	25	2	18	1	4	1	0	0	0	0	0	9	47	4	5
31 - 35 YEARS	9	13	1	10	0	0	0	0	0	0	0	0	10	23	3	2
36 - 40 YEARS	2	2	0	2	0	0	0	0	0	0	0	0	2	4	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	117	269	63	293	1	9	12	32	3	7	3	3	199	613	27	24
MORE THAN 10 YEARS	48	123	17	89	1	5	4	13	0	1	0	0	70	231	21	22
AVERAGE YEARS	11.4	11.8	8.6	8.9	30.0	16.3	7.9	8.8	6.7	7.3	3.3	3.3	10.2	10.2	17.8	19.3
BARGAINING UNIT AVERAGE YEARS			10.2													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	397	243	13	11	1	0	3	2	13	11	0	3	427	270	2	0
6 - 10 YEARS	286	122	6	8	1	0	4	4	10	8	0	0	307	142	0	1
11- 15 YEARS	195	111	9	8	0	0	4	1	8	6	0	0	216	126	2	1
16 - 20 YEARS	243	113	12	7	1	2	4	1	8	5	0	0	268	128	9	1
21 - 25 YEARS	79	42	9	5	1	2	1	0	6	2	0	0	96	51	2	2
26 - 30 YEARS	119	29	11	2	1	0	3	0	5	0	0	0	139	31	4	2
31 - 35 YEARS	53	5	1	0	0	0	0	0	3	0	0	0	57	5	1	0
36 - 40 YEARS	15	0	0	0	0	0	0	0	1	0	0	0	16	0	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	2	0
BARGAINING UNIT TOTAL	1,389	665	61	41	5	4	19	8	55	32	0	3	1,529	753	23	7
MORE THAN 10 YEARS	706	300	42	22	3	4	12	2	32	13	0	0	795	341	21	6
AVERAGE YEARS	12.5	10.3	15.6	11.6	15.8	20.0	14.4	8.0	14.6	9.2	0.0	2.7	12.7	10.3	22.0	19.4
BARGAINING UNIT AVERAGE YEARS			11.9													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	290	119	10	9	3	0	8	1	5	5	1	1	317	135	2	0
6 - 10 YEARS	148	40	2	2	2	0	2	0	3	1	0	0	157	43	0	0
11- 15 YEARS	85	33	4	1	0	0	1	0	2	2	0	0	92	36	3	1
16 - 20 YEARS	141	36	11	6	0	1	3	1	2	1	0	0	157	45	6	1
21 - 25 YEARS	36	9	8	6	0	0	0	1	0	0	0	0	44	16	0	1
26 - 30 YEARS	39	13	5	2	1	0	4	1	1	0	0	0	50	16	3	1
31 - 35 YEARS	45	4	1	1	0	0	3	0	0	0	0	0	49	5	5	0
36 - 40 YEARS	21	3	0	0	0	0	1	0	2	0	0	0	24	3	4	0
MORE THAN 40 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
BARGAINING UNIT TOTAL	809	258	41	27	6	1	22	4	15	9	1	1	894	300	23	4
MORE THAN 10 YEARS	371	99	29	16	1	1	12	3	7	3	0	0	420	122	21	4
AVERAGE YEARS	11.8	9.5	15.4	13.6	7.2	20.0	15.3	18.0	13.3	6.3	4.0	0.0	12.1	9.9	24.3	21.0
BARGAINING UNIT AVERAGE YEARS	11.5															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	64	8	2	1	0	0	1	0	0	0	0	0	67	9	0	0
6 - 10 YEARS	411	32	11	3	4	0	6	0	2	0	0	0	434	35	0	0
11- 15 YEARS	331	60	32	3	15	0	13	0	2	0	0	0	393	63	2	0
16 - 20 YEARS	201	57	39	3	7	0	15	2	2	1	0	0	264	63	1	0
21 - 25 YEARS	81	12	20	1	1	0	7	0	0	0	0	0	109	13	0	0
26 - 30 YEARS	51	7	14	1	0	0	1	0	0	0	0	0	66	8	0	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	4	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,161	176	120	12	27	0	45	2	6	1	0	0	1,359	191	3	0
MORE THAN 10 YEARS	686	136	107	8	23	0	38	2	4	1	0	0	858	147	3	0
AVERAGE YEARS	12.6	14.2	17.2	14.1	13.4	0.0	16.2	18.0	12.5	16.0	0.0	0.0	13.2	14.2	15.0	0.0
BARGAINING UNIT AVERAGE YEARS	13.3															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	269	369	72	125	0	2	10	11	2	2	3	2	356	511	1	0
6 - 10 YEARS	147	215	54	91	1	1	6	5	2	6	0	0	210	318	1	1
11- 15 YEARS	92	86	36	42	1	1	4	4	2	0	0	0	135	133	3	1
16 - 20 YEARS	91	92	32	51	2	0	5	4	2	2	0	0	132	149	6	0
21 - 25 YEARS	54	87	22	44	4	1	1	3	0	0	0	0	81	135	5	8
26 - 30 YEARS	119	141	50	56	1	0	3	4	1	0	0	0	174	201	10	8
31 - 35 YEARS	17	29	4	9	1	0	1	0	0	0	0	0	23	38	4	1
36 - 40 YEARS	2	2	0	2	0	0	0	0	0	0	0	0	2	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	791	1,021	270	420	10	5	30	31	9	10	3	2	1,113	1,489	31	19
MORE THAN 10 YEARS	375	437	144	204	9	2	14	15	5	2	0	0	547	660	29	18
AVERAGE YEARS	12.3	11.9	13.7	12.8	20.0	9.0	11.9	11.8	12.2	7.5	3.3	0.0	12.6	12.1	23.3	24.1
BARGAINING UNIT AVERAGE YEARS			12.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	373	1,133	74	496	3	14	17	54	8	15	4	7	479	1,719	5	7
6 - 10 YEARS	446	930	101	635	1	9	18	66	13	24	0	0	579	1,664	5	13
11- 15 YEARS	345	642	75	238	2	9	11	52	1	13	0	0	434	954	12	23
16 - 20 YEARS	268	505	69	264	2	10	16	45	5	13	0	0	360	837	27	45
21 - 25 YEARS	124	267	30	174	2	3	4	15	5	8	0	0	165	467	14	30
26 - 30 YEARS	273	464	41	267	2	7	6	9	2	4	0	0	324	751	27	46
31 - 35 YEARS	98	128	15	109	0	1	1	4	2	0	0	0	116	242	11	13
36 - 40 YEARS	9	13	3	12	0	0	0	1	0	0	0	0	12	26	0	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	1,938	4,082	408	2,195	12	53	73	246	36	77	4	7	2,471	6,660	101	178
MORE THAN 10 YEARS	1,119	2,019	233	1,064	8	30	38	126	15	38	0	0	1,413	3,277	91	158
AVERAGE YEARS	14.3	12.5	13.8	13.4	14.7	13.5	12.4	11.8	12.6	11.9	1.3	2.0	14.1	12.7	20.9	20.5
BARGAINING UNIT AVERAGE YEARS	13.1															

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	216	1,337	40	257	1	9	11	63	0	11	11	12	279	1,689	1	7
6 - 10 YEARS	146	1,082	31	253	2	16	4	48	4	12	0	0	187	1,411	3	14
11- 15 YEARS	54	566	4	108	0	13	2	26	1	2	0	0	61	715	8	43
16 - 20 YEARS	57	737	11	219	1	9	6	52	2	8	0	0	77	1,025	19	94
21 - 25 YEARS	27	381	14	107	1	13	3	27	0	4	0	0	45	532	11	44
26 - 30 YEARS	50	772	12	230	0	13	5	27	0	4	0	0	67	1,046	13	76
31 - 35 YEARS	23	266	3	84	0	0	0	7	0	1	0	0	26	358	4	22
36 - 40 YEARS	3	48	0	5	0	0	0	0	0	0	0	0	3	53	0	4
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	576	5,189	115	1,263	5	73	31	250	7	42	11	12	745	6,829	59	304
MORE THAN 10 YEARS	214	2,770	44	753	2	48	16	139	3	19	0	0	279	3,729	55	283
AVERAGE YEARS	10.3	13.9	11.3	15.5	10.8	15.1	12.9	13.3	11.6	12.1	1.6	1.1	10.5	14.1	20.3	20.9
BARGAINING UNIT AVERAGE YEARS			13.8													

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	407	399	38	85	3	5	6	7	29	26	44	23	527	545	1	0
6 - 10 YEARS	363	367	35	88	1	0	8	9	15	13	0	0	422	477	7	1
11- 15 YEARS	160	198	22	36	1	3	5	5	10	8	0	0	198	250	6	9
16 - 20 YEARS	223	321	50	87	3	1	12	21	12	13	0	0	300	443	26	27
21 - 25 YEARS	91	169	23	54	1	2	6	6	8	4	0	0	129	235	21	10
26 - 30 YEARS	209	326	41	72	1	3	6	5	2	7	0	0	259	413	26	33
31 - 35 YEARS	112	157	6	26	1	0	4	1	1	1	0	0	124	185	15	13
36 - 40 YEARS	17	26	1	0	0	0	1	1	0	0	0	0	19	27	3	3
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	1,584	1,963	217	448	11	14	48	55	77	72	44	23	1,981	2,575	106	96
MORE THAN 10 YEARS	814	1,197	144	275	7	9	34	39	33	33	0	0	1,032	1,553	98	95
AVERAGE YEARS	13.9	15.8	15.9	15.5	15.1	14.0	17.0	16.4	10.3	11.3	2.0	1.4	13.8	15.5	22.9	24.0
BARGAINING UNIT AVERAGE YEARS			14.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
6 - 10 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
11- 15 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	3	2	1	1	0	0	0	0	0	0	0	0	4	3	2	0
MORE THAN 10 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	2	0
AVERAGE YEARS	17.0	6.0	12.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.8	6.7	23.5	0.0
BARGAINING UNIT AVERAGE YEARS			11.9													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	129	154	18	30	0	0	3	1	5	4	1	1	156	190	0	1
6 - 10 YEARS	346	259	42	92	4	3	3	5	8	4	0	0	403	363	1	2
11- 15 YEARS	470	290	54	89	12	8	8	9	7	8	0	0	551	404	8	7
16 - 20 YEARS	887	460	140	162	26	6	31	19	11	12	0	0	1,095	659	63	26
21 - 25 YEARS	415	266	75	110	5	4	12	3	10	4	0	0	517	387	40	31
26 - 30 YEARS	575	439	77	153	8	3	13	17	6	4	1	0	680	616	63	49
31 - 35 YEARS	278	141	29	70	2	1	6	4	2	1	0	0	317	217	30	11
36 - 40 YEARS	73	20	4	9	1	1	0	3	2	0	0	0	80	33	13	5
MORE THAN 40 YEARS	4	1	1	0	0	0	0	0	1	0	0	0	6	1	0	1
BARGAINING UNIT TOTAL	3,177	2,030	440	715	58	26	76	61	52	37	2	1	3,805	2,870	218	133
MORE THAN 10 YEARS	2,702	1,617	380	593	54	23	70	55	39	29	1	0	3,246	2,317	217	130
AVERAGE YEARS	19.7	18.8	19.5	19.8	18.8	17.9	20.0	21.1	18.0	15.7	15.0	3.0	19.7	19.0	24.9	24.2
BARGAINING UNIT AVERAGE YEARS	19.4															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	121	172	16	28	0	0	4	5	3	4	8	4	152	213	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	121	172	16	28	0	0	4	5	3	4	8	4	152	213	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	93	77	16	20	0	1	2	1	2	1	2	4	115	104	0	0
6 - 10 YEARS	96	56	10	5	0	0	0	1	1	1	0	0	107	63	2	1
11- 15 YEARS	75	54	5	6	0	0	1	0	0	0	0	0	81	60	2	1
16 - 20 YEARS	110	112	16	22	2	0	2	3	5	3	0	0	135	140	5	6
21 - 25 YEARS	85	56	20	15	2	1	4	0	1	3	0	0	112	75	11	5
26 - 30 YEARS	192	134	34	34	4	3	5	4	1	1	0	0	236	176	25	11
31 - 35 YEARS	153	64	15	25	1	0	4	2	3	1	0	0	176	92	17	7
36 - 40 YEARS	37	13	2	1	1	0	0	0	0	0	0	0	40	14	3	1
MORE THAN 40 YEARS	5	1	0	1	0	0	1	0	0	0	0	0	6	2	1	1
BARGAINING UNIT TOTAL	846	567	118	129	10	5	19	11	13	10	2	4	1,008	726	66	33
MORE THAN 10 YEARS	657	434	92	104	10	4	17	9	10	8	0	0	786	559	64	32
AVERAGE YEARS	21.1	19.3	20.6	21.3	26.5	22.8	24.0	21.6	19.5	19.3	1.5	1.5	21.1	19.6	27.2	25.9
BARGAINING UNIT AVERAGE YEARS			20.4													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	70	211	15	39	1	1	1	8	0	3	1	5	88	267	0	2
6 - 10 YEARS	51	273	6	36	0	4	3	3	0	4	0	0	60	320	0	1
11- 15 YEARS	19	147	4	24	1	2	1	1	1	1	0	0	26	175	0	5
16 - 20 YEARS	38	268	11	50	0	2	3	16	0	7	0	0	52	343	2	17
21 - 25 YEARS	11	104	3	16	0	1	0	11	1	3	0	0	15	135	1	11
26 - 30 YEARS	33	239	6	69	1	3	0	18	1	2	0	0	41	331	5	21
31 - 35 YEARS	15	144	2	27	2	1	1	2	0	0	0	0	20	174	1	14
36 - 40 YEARS	7	16	0	0	0	0	0	0	0	0	0	0	7	16	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	244	1,403	47	261	5	14	9	59	3	20	1	5	309	1,762	9	72
MORE THAN 10 YEARS	123	919	26	186	4	9	5	48	3	13	0	0	161	1,175	9	69
AVERAGE YEARS	13.8	17.0	13.4	18.2	21.2	16.3	14.2	19.5	19.7	14.5	4.0	2.6	13.9	17.2	26.2	24.0
BARGAINING UNIT AVERAGE YEARS			16.7													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING SEP 23, 2006

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,426	5,130	503	1,443	45	44	115	182	77	92	104	78	5,270	6,969	26	22
6 - 10 YEARS	5,156	3,885	542	1,419	76	47	126	168	66	77	0	0	5,966	5,596	27	36
11- 15 YEARS	3,358	2,483	385	676	79	44	100	112	38	40	0	0	3,960	3,355	72	99
16 - 20 YEARS	4,544	3,017	633	1,055	106	40	158	177	59	66	0	0	5,500	4,355	276	247
21 - 25 YEARS	1,577	1,488	323	600	35	30	55	70	31	28	0	0	2,021	2,216	150	151
26 - 30 YEARS	2,082	2,645	343	930	27	36	61	88	19	22	1	0	2,533	3,721	214	254
31 - 35 YEARS	934	964	88	368	13	3	33	21	11	4	0	0	1,079	1,360	99	87
36 - 40 YEARS	209	145	13	31	2	1	2	5	5	0	0	0	231	182	27	16
MORE THAN 40 YEARS	22	4	3	1	0	0	1	0	2	0	0	0	28	5	5	2
STATEWIDE TOTAL	22,308	19,761	2,833	6,523	383	245	651	823	308	329	105	78	26,588	27,759	896	914
MORE THAN 10 YEARS	12,726	10,746	1,788	3,661	262	154	410	473	165	160	1	0	15,352	15,194	843	856
AVERAGE YEARS	13.7	13.7	14.9	14.5	14.7	14.4	14.5	13.7	13.3	11.6	1.9	1.5	13.8	13.9	22.4	22.0

STATEWIDE AVERAGE YEARS **13.8**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay Period Ending: September 23, 2006

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,498	2.8 %	43.6	\$21.51	1,004	67.0 %
A31 - LABOR AND TRADES	3,527	6.5 %	44.8	\$16.95	2,004	56.8 %
C12 - SECURITY	8,827	16.2 %	42.5	\$21.58	7,610	86.2 %
E42 - HUMAN SERVICES SUPPORT	812	1.5 %	46.2	\$20.39	386	47.5 %
H21 - SCIENTIFIC & ENGINEERING	2,282	4.2 %	43.1	\$28.44	1,572	68.9 %
L32 - TECHNICAL	1,194	2.2 %	41.8	\$20.08	734	61.5 %
T01 - STATE POLICE ENLISTED	1,558	2.9 %	39.2	\$27.51	1,485	95.3 %
U11 - INSTITUTIONAL	2,625	4.8 %	45.5	\$18.11	1,758	67.0 %
W22 - HUMAN SERVICES	9,139	16.8 %	46.3	\$24.21	6,756	73.9 %
W41 - ADMINISTRATIVE SUPPORT	7,577	13.9 %	46.2	\$18.38	5,444	71.8 %
Y23 - BUSINESS & ADMINISTRATION	4,557	8.4 %	46.4	\$27.99	3,422	75.1 %
Y50 - PENDING UNIT ASSIGNMENT	7	0.0 %	42.5	\$21.97	5	71.4 %
Y51 - SUPERVISORY	6,685	12.3 %	49.1	\$29.64	6,321	94.6 %
Y52 - NONCAREER	365	0.7 %	24.6	\$12.50	1	0.3 %
Y98 - MANAGERIAL	1,735	3.2 %	51.4	\$43.34	1,523	87.8 %
Y99 - CONFIDENTIAL	2,071	3.8 %	47.1	\$24.55	1,689	81.6 %
STATEWIDE TOTAL	54,459	100.0 %	45.4	\$23.78	41,714	76.6 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only. Since September 24, 2005, the average hourly pay rate has increased by \$.59 (2.5%), and the percentage of employees eligible for longevity has increased from 74% to 77%.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 23, 2006

Bargaining Unit Code/Name	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41 ADMINISTRATIVE SUPPORT	7,102	3,269	46%	3,271	46%	90	1%	6,400	90%	252	4%	25	0%	6,694	94%
Y23 BUSINESS & ADMINISTRATION	4,554	1,821	40%	2,329	51%	80	2%	4,092	90%	155	3%	25	1%	4,287	94%
Y99 CONFIDENTIAL	2,063	800	39%	1,050	51%	30	1%	1,857	90%	50	2%	1	0%	1,907	92%
W22 HUMAN SERVICES	9,099	5,273	58%	3,158	35%	104	1%	8,295	91%	283	3%	43	0%	8,637	95%
E42 HUMAN SERVICES SUPPORT	812	528	65%	236	29%	7	1%	744	92%	36	4%	1	0%	784	97%
U11 INSTITUTIONAL	2,577	1,667	65%	759	29%	13	1%	2,408	93%	37	1%	3	0%	2,453	95%
A31 LABOR AND TRADES	2,544	1,464	58%	908	36%	23	1%	2,386	94%	6	0%	8	0%	2,399	94%
Y98 MANAGERIAL	1,735	888	51%	732	42%	14	1%	1,629	94%	25	1%	6	0%	1,660	96%
Y52 NONCAREER	2	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%
Y50 PENDING UNIT ASSIGNMENT	7	1	14%	5	71%	0	0%	6	86%	0	0%	0	0%	6	86%
A02 SAFETY & REGULATORY	1,445	995	69%	328	23%	22	2%	1,324	92%	12	1%	10	1%	1,355	94%
H21 SCIENTIFIC & ENGINEERING	2,278	1,216	53%	904	40%	34	1%	2,106	92%	51	2%	14	1%	2,187	96%
C12 SECURITY	8,827	5,505	62%	2,906	33%	49	1%	8,322	94%	169	2%	17	0%	8,507	96%
T01 STATE POLICE ENLISTED	1,558	1,414	91%	112	7%	4	0%	1,527	98%	4	0%	0	0%	1,532	98%
Y51 SUPERVISORY	6,684	3,744	56%	2,484	37%	78	1%	6,220	93%	120	2%	18	0%	6,361	95%
L32 TECHNICAL	1,040	602	58%	375	36%	14	1%	975	94%	24	2%	5	0%	1,006	97%
STATEWIDE TOTALS:	52,327	29,188	56%	19,557	37%	562	1%	48,292	92%	1,224	2%	176	0%	49,776	95%

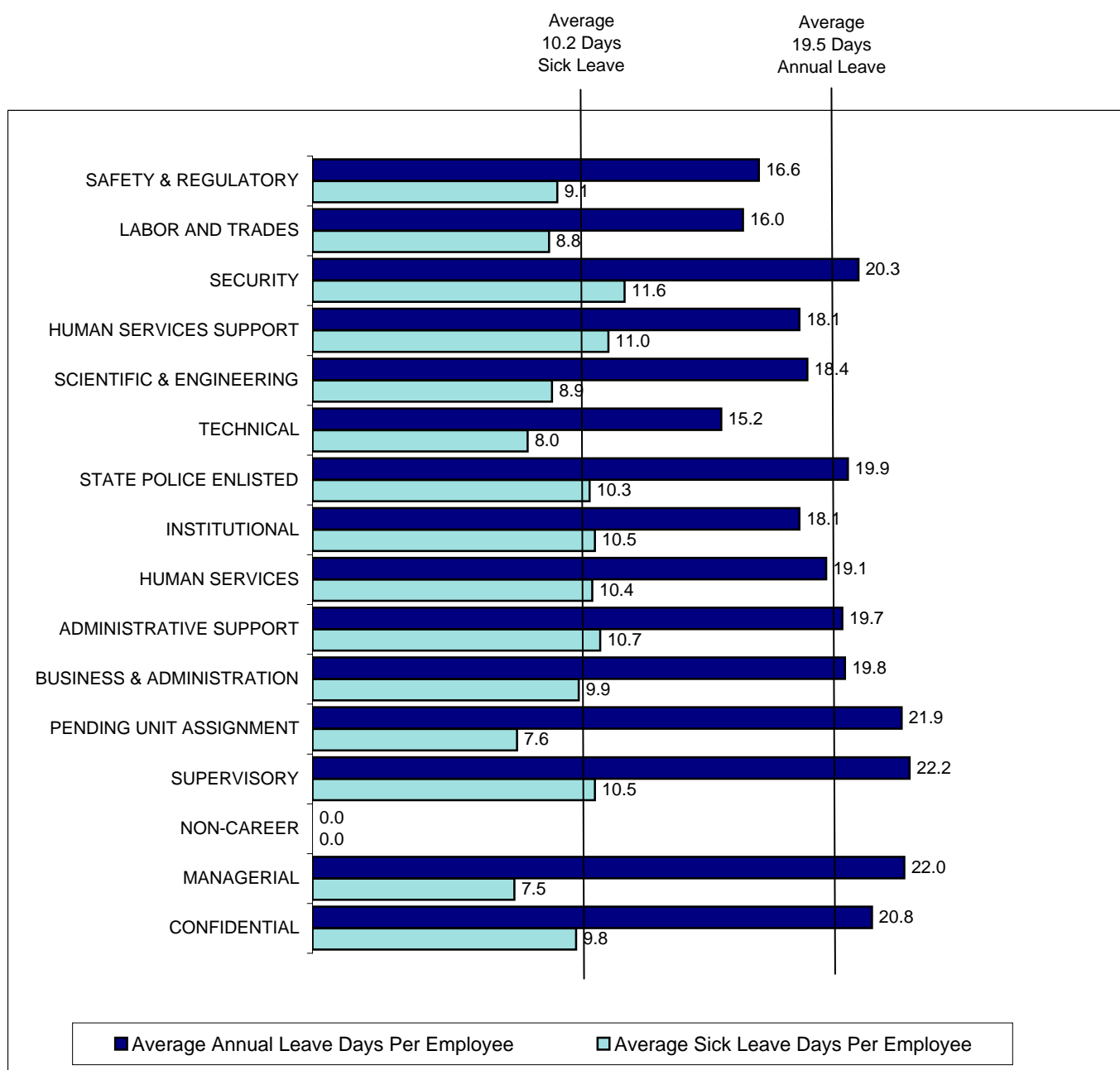
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING SEPTEMBER 23, 2006

			Disability Insurance				Life Insurance						Long Term Care Insurance		
Bargaining Unit Code/Name			Total Employees	CMI	%	Reliance	%	United of Omaha	%	United Of Omaha Reduced Life	%	Reliastar	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,102	6,334	89%	160	2%	6,688	94%	392	6%	129	2%	724	10%	
Y23	BUSINESS & ADMINISTRATION	4,554	3,885	85%	63	1%	4,217	93%	321	7%	50	1%	873	19%	
Y99	CONFIDENTIAL	2,063	1,872	91%	27	1%	1,942	94%	117	6%	25	1%	400	19%	
W22	HUMAN SERVICES	9,099	8,316	91%	0	0%	8,566	94%	533	6%	0	0%	1,079	12%	
E42	HUMAN SERVICES SUPPORT	812	670	83%	0	0%	752	93%	59	7%	0	0%	59	7%	
U11	INSTITUTIONAL	2,577	2,314	90%	2	0%	2,500	97%	78	3%	1	0%	73	3%	
A31	LABOR AND TRADES	2,544	2,266	89%	16	1%	2,437	96%	101	4%	16	1%	130	5%	
Y98	MANAGERIAL	1,735	1,579	91%	35	2%	1,647	95%	86	5%	36	2%	474	27%	
Y52	NONCAREER	2	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	
Y50	PENDING UNIT ASSIGNMENT	7	7	100%	1	14%	6	86%	1	14%	0	0%	1	14%	
A02	SAFETY & REGULATORY	1,445	1,221	84%	93	6%	1,356	94%	86	6%	88	6%	92	6%	
H21	SCIENTIFIC & ENGINEERING	2,278	1,858	82%	31	1%	2,086	92%	188	8%	24	1%	280	12%	
C12	SECURITY	8,827	8,413	95%	0	0%	8,583	97%	255	3%	0	0%	241	3%	
T01	STATE POLICE ENLISTED	1,558	1,513	97%	1,034	66%	1,517	97%	32	2%	1,100	71%	91	6%	
Y51	SUPERVISORY	6,684	6,413	96%	209	3%	6,453	97%	225	3%	218	3%	1,087	16%	
L32	TECHNICAL	1,040	864	83%	28	3%	949	91%	87	8%	19	2%	87	8%	
STATEWIDE TOTALS:		52,327	47,525	91%	1,699	3%	49,701	95%	2,561	5%	1,706	3%	5,691	11%	

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2005-06



Source: HWF29 and HWF32, pay period beginning 9-25-05 through pay period ending 9-23-06.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 23, 2006

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,575	114,035.8	72.4	9.1
A31 LABOR AND TRADES	3,334	235,250.2	70.6	8.8
C12 SECURITY	9,368	872,528.1	93.1	11.6
E42 HUMAN SERVICES SUPPORT	892	78,325.1	87.8	11.0
H21 SCIENTIFIC & ENGINEERING	2,375	169,789.2	71.5	8.9
L32 TECHNICAL	1,334	85,676.2	64.2	8.0
T01 STATE POLICE ENLISTED	1,579	130,524.8	82.7	10.3
U11 INSTITUTIONAL	2,868	241,437.3	84.2	10.5
W22 HUMAN SERVICES	9,812	813,689.6	82.9	10.4
W41 ADMINISTRATIVE SUPPORT	7,771	662,223.8	85.2	10.7
Y23 BUSINESS & ADMINISTRATION	4,786	378,115.5	79.0	9.9
Y50 PENDING UNIT ASSIGNMENT	7	426.3	60.9	7.6
Y51 SUPERVISORY	7,062	591,678.7	83.8	10.5
Y52 NONCAREER	212	74.0	0.3	0.0
Y98 MANAGERIAL	1,817	109,671.5	60.4	7.5
Y99 CONFIDENTIAL	2,167	169,270.1	78.1	9.8
STATEWIDE	56,959	4,652,716.2	81.7	10.2

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 23, 2006

ANNUAL LEAVE					DEFERRED HOURS				
Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	
A02 SAFETY & REGULATORY	1,575	208,956.3	132.7	16.6	1,575	31,323.5	19.9	2.5	
A31 LABOR AND TRADES	3,334	427,735.6	128.3	16.0	3,334	64,128.2	19.2	2.4	
C12 SECURITY	9,368	1,518,225.3	162.1	20.3	9,368	365,478.2	39.0	4.9	
E42 HUMAN SERVICES SUPPORT	892	129,093.9	144.7	18.1	892	22,449.7	25.2	3.1	
H21 SCIENTIFIC & ENGINEERING	2,375	350,382.3	147.5	18.4	2,375	39,545.0	16.7	2.1	
L32 TECHNICAL	1,334	162,681.8	122.0	15.2	1,334	21,638.2	16.2	2.0	
T01 STATE POLICE ENLISTED	1,579	250,889.6	158.9	19.9	1,579	30,127.3	19.1	2.4	
U11 INSTITUTIONAL	2,868	414,343.0	144.5	18.1	2,868	115,420.7	40.2	5.0	
W22 HUMAN SERVICES	9,812	1,495,591.6	152.4	19.1	9,812	239,841.4	24.4	3.1	
W41 ADMINISTRATIVE SUPPORT	7,771	1,223,147.7	157.4	19.7	7,771	181,939.2	23.4	2.9	
Y23 BUSINESS & ADMINISTRATION	4,786	756,619.4	158.1	19.8	4,786	89,457.2	18.7	2.3	
Y50 PENDING UNIT ASSIGNMENT	7	1,227.8	175.4	21.9	7	239.6	34.2	4.3	
Y51 SUPERVISORY	7,062	1,253,295.2	177.5	22.2	7,062	142,593.2	20.2	2.5	
Y52 NONCAREER	212	53.2	0.3	0.0	212	97.0	0.5	0.1	
Y98 MANAGERIAL	1,817	319,283.2	175.7	22.0	1,817	20,734.4	11.4	1.4	
Y99 CONFIDENTIAL	2,167	360,688.2	166.4	20.8	2,167	43,642.9	20.1	2.5	
STATEWIDE	56,959	8,872,214.1	155.8	19.5	56,959	1,408,655.7	24.7	3.1	

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
BY BARGAINING UNIT
Fiscal Year 2005-06**

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	9.1	16.6	25.7
A31	LABOR AND TRADES	8.8	16.0	24.8
C12	SECURITY	11.6	20.3	31.9
E42	HUMAN SERVICES SUPPORT	11.0	18.1	29.1
H21	SCIENTIFIC & ENGINEERING	8.9	18.4	27.3
L32	TECHNICAL	8.0	15.2	23.2
T01	STATE POLICE ENLISTED	10.3	19.9	30.2
U11	INSTITUTIONAL	10.5	18.1	28.6
W22	HUMAN SERVICES	10.4	19.1	29.5
W41	ADMINISTRATIVE SUPPORT	10.7	19.7	30.4
Y23	BUSINESS & ADMINISTRATION	9.9	19.8	29.7
Y50	PENDING UNIT ASSIGNMENT	7.6	21.9	29.5
Y51	SUPERVISORY	10.5	22.2	32.7
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	7.5	22.0	29.5
Y99	CONFIDENTIAL	9.8	20.8	30.6
	STATEWIDE AVERAGE	10.2	19.5	29.7

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-23-06.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)**

Fiscal Years 2001-02 through 2005-06

UNION CODE	BARGAINING UNIT	2001-02	2002-03	2003-04	2004-05	2004-05
A02	SAFETY & REGULATORY	6.3	10.0	8.4	8.7	9.1
A31	LABOR AND TRADES	8.4	11.6	10.0	8.5	8.8
C12	SECURITY	11.2	12.4	12.3	12.2	11.6
E42	HUMAN SERVICES SUPPORT	9.5	9.4	10.1	10.0	11.0
H21	SCIENTIFIC & ENGINEERING	8.8	9.7	7.8	8.5	8.9
L32	TECHNICAL	7.8	9.3	7.4	7.2	8.0
T01	STATE POLICE ENLISTED	12.3	11.0	9.8	10.1	10.3
U11	INSTITUTIONAL	10.8	11.4	10.8	10.4	10.5
W22	HUMAN SERVICES	10.9	10.6	10.1	10.2	10.4
W41	ADMINISTRATIVE SUPPORT	10.6	10.9	10.4	10.5	10.7
Y23	BUSINESS & ADMINISTRATION	10.3	10.1	8.9	9.9	9.9
Y50	PENDING UNIT ASSIGNMENT	4.8	7.0	1.8	8.1	7.6
Y51	SUPERVISORY	11.5	10.7	9.6	10.4	10.5
Y52	NON-CAREER	0.0	6.7	0.9	0.0	0.0
Y98	MANAGERIAL	8.0	8.5	6.5	7.3	7.5
Y99	CONFIDENTIAL	10.4	10.0	8.9	9.6	9.8
	STATEWIDE AVERAGE	10.3	10.9	10.0	10.1	10.2

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 23, 2006

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	582	35	44	0	0	234	20	0	0	0	92	425
ATTORNEY GENERAL	11	527	31	2	0	0	0	0	0	0	0	111	144
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	122	0	0	0	0	0	0	0	0	57	16	73
CIVIL SERVICE	19	214	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,366	43	116	205	0	146	51	0	1,157	677	604	2,999
CORRECTIONS	47	16,271	10	841	8,572	0	12	106	0	556	2,024	1,218	13,339
EDUCATION	31	370	2	13	0	0	0	0	0	23	107	85	230
ENVIRONMENTAL QUALITY	76	1,498	33	2	0	0	835	57	0	0	1	206	1,134
EXECUTIVE OFFICE	01	48	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	263	27	47	0	0	6	3	0	0	54	46	183
HUMAN SERVICES	43	9,822	194	65	0	62	4	4	0	356	5,754	1,310	7,749
INFORMATION TECHNOLOGY	08	1,764	0	29	0	0	5	56	0	0	0	266	356
LABOR & ECONOMIC GROWTH	64	4,350	279	76	0	750	94	7	0	22	379	887	2,494
MANAGEMENT & BUDGET	07	1,022	5	291	0	0	35	13	0	0	2	135	481
MILITARY AFFAIRS	51	966	32	160	0	0	21	11	0	472	26	59	781
NATURAL RESOURCES	75	2,732	548	981	0	0	253	194	0	11	44	237	2,268
STATE	23	1,798	26	23	0	0	0	1	0	0	1	1,179	1,230
STATE POLICE	55	2,691	163	27	0	0	82	28	1,550	5	0	301	2,156
TRANSPORTATION	59	3,172	58	791	0	0	552	642	0	0	2	270	2,315
TREASURY	27	1,621	11	9	0	0	3	1	0	0	3	550	577
Grand Total:		54,346	1,497	3,519	8,777	812	2,282	1,194	1,550	2,602	9,131	7,574	38,938

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 23, 2006

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	582	32	19	21	10	0	75	157
ATTORNEY GENERAL	11	527	25	53	292	0	2	11	383
AUDITOR GENERAL	03	147	0	70	29	7	0	37	143
CIVIL RIGHTS	15	122	2	20	12	0	0	15	49
CIVIL SERVICE	19	214	0	169	22	8	0	15	214
COMMUNITY HEALTH	39	4,366	465	127	184	23	2	566	1,367
CORRECTIONS	47	16,271	156	293	158	4	0	2,321	2,932
EDUCATION	31	370	57	32	20	1	0	30	140
ENVIRONMENTAL QUALITY	76	1,498	61	45	20	50	0	188	364
EXECUTIVE OFFICE	01	48	0	41	0	7	0	0	48
HISTORY ARTS AND LIBRARIES	25	263	20	13	21	5	0	21	80
HUMAN SERVICES	43	9,822	392	361	184	2	0	1,134	2,073
INFORMATION TECHNOLOGY	08	1,764	1,041	65	86	34	0	182	1,408
LABOR & ECONOMIC GROWTH	64	4,350	920	219	245	71	2	399	1,856
MANAGEMENT & BUDGET	07	1,022	179	142	72	31	0	117	541
MILITARY AFFAIRS	51	966	23	26	16	2	0	118	185
NATURAL RESOURCES	75	2,732	76	49	50	9	0	280	464
STATE	23	1,798	144	72	52	16	0	284	568
STATE POLICE	55	2,691	116	51	48	3	1	316	535
TRANSPORTATION	59	3,172	203	138	85	51	0	380	857
TREASURY	27	1,621	644	66	117	31	0	186	1,044
Grand Total:		54,346	4,556	2,071	1,734	365	7	6,675	15,408

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

AA: Full-time (Classified)
AB: Part-time (Classified)
AC: Permanent Intermittent (Classified)
AD: Limited Term (Classified)
AE: Seasonal (Classified)
AF: Unclassified
AP: Workers Compensation
AQ: Non Career/Per Diem
AR: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit Code	<u>Unit</u>
01	<u>State Police Enlisted Unit</u> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	<u>Safety and Regulatory Unit</u> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	<u>Institutional Unit</u> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	<u>Security Unit</u> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	<u>Scientific and Engineering Unit</u> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	<u>Human Services Unit</u> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
23	<u>Business and Administrative Unit</u> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
31	<u>Labor and Trades Unit</u> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
32	<u>Technical Unit</u> Employees in this unit provide support services in the area of science and engineering.
41	<u>Administrative Support Unit</u> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
42	<u>Human Services Support Unit</u> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
50	<u>Pending Unit Assignment</u> Employees in positions in classifications that are pending unit assignment.

51 Supervisory Unit

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 Non-Career

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.